Local Govt. Service

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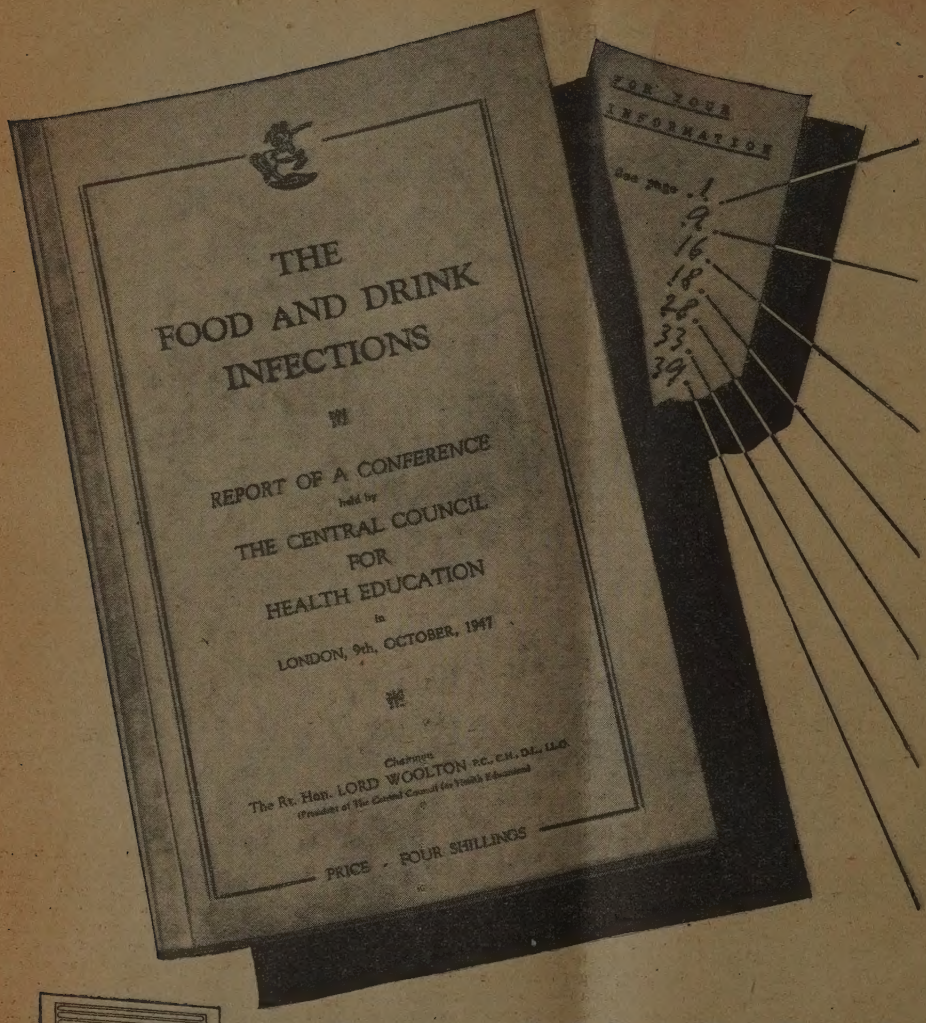
With NALGO In Switzerland—*page 253*



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"the danger mainly lies in leaving contaminated food at a favourable temperature long enough to allow serious bacterial growth to occur."

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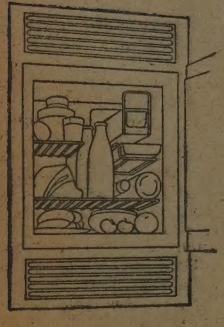
" . . . they had 46,000 houses but he wondered how many of them had a refrigerator . . . in the new housing plan there should be more provision for cupboards, pantries and refrigerators."



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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

No. 12 VOL. XXV DECEMBER 1948 THREEPENCE

	PAGE
EQUAL PAY—SENSE OR HUMBUG?—*by "Critic"*	240
TOWN FORUM—*by Miss E. I. N. Bradshaw and W. J. Morrell*	241
SUCCESSFUL BRANCHES: THE COUNTY—*by H. Judson*	242
HOW GRADING APPEALS ARE CONDUCTED—*by A. Procktor*	243
INDUSTRIAL INJURIES ACT EXPLAINED	244
N A L G O AND THE EDUCATION WELFARE OFFICER	244
RATING VALUATION SERVICE DISCUSSIONS	245
SCALES FOR ELECTRICITY SERVICE TYPISTS	245
GAS STAFFS' SALARY CHAOS—*by V. J. Luck*	246
LONDON GAS BONUS DISPUTE	245
SOUTHERN GAS REGION SCALES	246
WE FIGHT REDUNDANCY IN HEALTH SERVICE	247
STUDENT MENTAL NURSES' ALLOWANCES	247
BENEVOLENT AND ORPHAN FUND	247
PROMOTION EXAMINATION BAR RELAXED	248
EDUCATION NOTES	248
CHIEF OFFICERS' NEGOTIATING COMMITTEE	249
READERS' FORUM	250
MR. CHAIRMAN—by *"Tobias"*	252
AT RANDOM—*by "Hyperion"*	252
N A L G O SWISS HOLIDAYS	253
A N A L G O DIARY—*by "Abingdon"*	254
FROM MY BOOKSHELF—*by Edward Kay*	256
SCOTTISH NOTES	256

BLACKCOAT'S BURDEN

DISPUTES between one social group and another about the division of the national income are persistent and difficult to resolve. There are so many ambiguous terms: What are salaries; who are the middle classes; ought taxes (direct and indirect) to be taken into account in comparing incomes?—and so on. These make it hard to decide how one class is faring in comparison with another.

Despite these elements of doubt, however, there is a fairly clear case for believing that, of all sections of the community, the middle-classes have had the rawest deal in the economic changes of the last ten years. Wages to-day absorb 40 per cent. of the national income as against 36 per cent. in 1938; interest, profits, and rent account for 41 per cent., as they did in 1938; the share going in salaries has fallen from 23 to 19 per cent.

Mass Observation, in its September bulletin, describes the plight in which it has found its middle-class members whom it interrogated about their weekly expenditure. These folk had an average weekly income of £11 10s. When they had paid for living accommodation, food, and some other basic necessities, they had an average of £2 19s. left for education, insurance, holidays, pocket-money, books, postage, and so on. They balanced their budgets from war service gratuities or savings or by doing extra paid work outside their main employment. If, as *Mass Observation* claims, these are typical middle-class living conditions, there is little wonder that there is a chronic lack of recruits for "middle-class occupations," such as the local government service.

"Swollen Bureaucracy!"

FROM time to time critics of the public service complain of the "growing hordes of bureaucrats" who, they say, infest our lives to-day. Recently, for example, Sir Patrick Hannon, President of the National Union of Manufacturers, declared that "We have now reached the fantastic position that one employed person in every nine is engaged in checking the activities of the other eight"; and Dr. C. K. Allen wrote, in a letter to *The Times*, that Britain to-day was divided into two nations—"The form-fillers and the form-filers."

In support of their arguments, these critics quote official figures of the increase in the public services. Between June, 1939, and August, 1948, according to the *Digest of Statistics*, the numbers of the Civil Service increased from 539,000 to 982,000, and of the local government service from 846,000 to 1,148,000. More people are employed in local government than in agriculture and fishing, far more than in mining, and nearly as many as in building and civil engineering: local authorities to-day employ one in nineteen of the total working population.

The financial side is equally striking. The total income of local authorities on revenue account is £762 millions, of which £206 millions comes from rates, £230 millions from Government grants, and £326 millions from other sources. In other words, nearly one-tenth of the total national income of about £8,000 million is devoted to local government purposes.

Essential Service—and Good Value

AT first glance, these figures seem to support the critics' complaint. But at first glance only. As *Public Administration* points out in its current editorial, a detailed breakdown of the total quickly shatters the attack. Of the 1,148,000 in the local government service, for example, 200,000 are nurses, doctors, etc., 200,000 are teachers, 150,000 are engineers and maintenance workers, and 90,000 are police, firemen, and civil defence workers. Of the 982,000 in the civil service, 250,000 are industrial workers, 200,000 are postmen, prison warders, coastguards, etc., and 50,000 are N.A.A.F.I. employees. Of the remainder, the vast majority are administering essential communal services—health, education, transport, protection, and amenity—which, if they were not provided by government, central or local, would have to be provided by somebody, and without which the nation would perish, or, at the least, degenerate into anarchy and barbarism. Application of a similar analysis to the cost of the services provides a similar answer. High as it appears, the national expenditure of £206 millions on rates is only £30 millions more than the nation spends on entertainment, less than one-sixth what it spends on drink and tobacco, and little more than one-eighth what it spends on food. When it is borne in mind, too, that between 1938 and 1947 the level of rates increased by only 7 per cent.—compared with much greater increases in the prices of practically all other goods and services—it will be seen that the consumer of municipal services is getting sound value for his money. That is the short answer to the critics of our "swollen bureaucracy."

Parish Pump Democracy

AN outstanding feature of the current reshaping of the public services is the transfer of powers to authorities covering a wider area, either established counties and county boroughs or newcomers like hospital boards. But this policy, the lesser bodies complain, is breaking—or, at least, weakening—the ties between citizen and authority. The intimate associations between those who provide the local services and those who use them, they urge, is being replaced by bureaucracy. Whereas the town hall or the parish hall is round the corner or across the green, the county hall or the regional board is in some remote town many miles away.

Is this attitude sentimental or self-seeking, or should it be taken seriously by those who wish local government well? Two who would take it seriously are JAMES E. MACCOLL, the present mayor of Paddington, and E. C. R. HADFIELD, a former member of the same council (who will be remembered for their brilliant *Pilot Guide to Political London*). In their latest book, *British Local Government* (Hutchinson, 7s. 6d.)—one of the best written and most readable, as well as one of the most penetrating studies we have encountered—they claim that "in the town hall there dwells somewhere among the draughty corridors and the drab paint a *genius loci*, by whom all human beings are moved. To love one's local streets leads to taking an interest in the affairs that happen in them, and so to the local body that administers them." Here, they suggest, is no idle sentimentality, but the "basic driving force of democracy." Can it be preserved in the new set-up?

P.R. a Task for All

THE current problem is how to reconcile efficient management of our ever more highly professionalised services with active control by the councillors and their constituents. N A L G O has for years given thought and energy to devising ways in which this may be achieved: for that is the main aim of our public relations policy. By showing the citizens what are the services they own, we give them the means whereby they may direct them. MacColl and Hadfield commend the Association for its pioneer work, but they urge (very properly) that public relations is not a job for public relations officers alone. Citizens, councillors, and officials must all play their part. Citizens must listen to (or read) what is put before them and assess the claims of their political representatives. Councillors—especially in these days of bigger authorities—will be wise to rely on their officials for day-to-day administration and give their main attention to general direction. The discerning official, expert in his tasks, will welcome as complementary to his own technique what the good councillor can offer—an appreciation of the "prejudices, superstitions and intuitive hunches which go to make up public opinion." The councillor, they add, "is expert only in being an ordinary man." But what a priceless quality that can be in local government!

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

Equal Pay Claim—is it Sense or Humbug?

By "CRITIC"

Greatly daring, Critic this month challenges women's claim for equal pay, calling upon NALGO to clear its mind of emotion, cant, and humbug and, for the first time, to consider the problem clearly, objectively, and scientifically.

THERE is probably no subject on which more nonsense is talked, or which is surrounded by more humbug, nor any slogan which is so completely devoid of sense or meaning, as "Equal Pay for Equal Work."

The Royal Commission on Equal Pay comments that the slogan is "primarily a battle-cry, and in a battle-cry it is proper to expect power rather than precision." The Commission goes on to attempt, in some 2,000 words, to provide some workable definition of its terms of reference and follows this with some 200 pages of inconclusive discussion.

It is often more depressing to listen to women than to men discussing this issue, because women delude themselves that what they say does mean something, and may even, some day, lead to some positive result, whereas the men generally know that they are talking nonsense, and have no intention whatever of forcing the issue. Is it not time, therefore, that NALGO, which has paid lip-service to the slogan for years without once seriously considering what its application would involve for its members or for the public service, cleared its mind of cant and examined the question seriously?

Emotion and Rhetoric

Before that can be done, it is necessary to set aside the violent emotional reactions which the cry for equal pay seems invariably to arouse. Among women, it evokes emotion simply because it grew out of, and is closely linked with, the movement for emancipation which developed in the last century. As a result, women regard inequality of pay as being part of that stigma of "inferiority" to men from which they have suffered throughout history and from which they are now escaping; one of the last of the chains binding them to their servile past. For men, the slogan is a call to instincts of chivalry and fair play—but it also carries an undertone of self-interest. It is worth remembering that the claim was first taken up by men trade unionists because they feared the competition of underpaid female labour—and were convinced that, were employers compelled to pay the same wages to women as to men, they would always employ men.

Disregarding the emotional aspects, what is the argument for equal pay? Although the NALGO document on the subject indulges in a good deal of rhetoric—such as that "the community needs the best brains and the highest degree of skill, irrespective of whether those who possess them are men or women"; and that "there is no more justification for basing salary on sex than there would be for basing it on religion, accent, race, or colour of eyes"—its only real argument is the simple one: "if a woman does the same job as a man, she should get the same pay."

At first glance that is only common justice and equity. But the problem is not quite so simple. For, since money is worthless until it is spent, it is not the money we are *paid* but what we *buy* with it that matters. And it is generally true to say that a man has to buy more with his money than a woman has to buy with hers.

Admitting fully the claim that many working women help to maintain dependants, it remains true that, in general, a man has heavier commitments than does a woman. Put in its simplest form, it can be said that any hundred men will maintain more people than will any hundred women, and that if each group has a total of £1,000 a week, those in the man-maintained group—who include many women—must receive less per head than those in the woman-maintained group. Thus, adoption of equal pay for equal work would, in practice, create not equality but inequality, and, in the aggregate, would cause more anomalies and hardship than it would remove. Indeed, since most women are married and supported by men, it would probably cause more, rather than less, hardship among women themselves.

Against this, of course, it is argued that nobody, man or woman, is paid in accordance with his needs. The bachelor draws the same salary as the man with ten children: why, then, should not the spinster do the same? If we are to pay more to the family man, let it be done by the State through income-tax remissions and family allowances.

That is logical; but does anyone seriously believe that there is any prospect in the foreseeable future of tax remissions and family allowances on a scale sufficiently generous to bring about real equality between the family man and the spinster? And until there is such a prospect, would not equality of pay for men and women simply mean even greater inequality for the married man—and woman—than they suffer to-day?

Sex Factors Ignored

In fact, arguments on this issue based on economic considerations are mightily involved and inconclusive; the Report of the Royal Commission illustrates this well enough. Moreover, they are based on the false assumption that, in considering men and women as employees, sex differences can be ignored, and that the rate for the job can be assessed on the assumption that the contributions of men and women will be identical. In practice, sex differences are perforce recognised in that women admittedly excel in certain occupations, such as nursing, but are prohibited from undertaking others, such as coal-mining. Nevertheless, the argument for equal pay for equal work assumes that in occupations in which both men and women are employed, payment can, and should, be assessed without regard to sex. But is it practicable and sensible to ignore the sex factor and the considerations which arise from it? Look at the question from the point of view of an employer who is proposing to engage a group of young people in order to train them for his business. He has no reason to suppose that the young women will not be at least as intelligent as the young men. But he knows that, early in their adult lives, at about the time when they have completed their training and become valuable employees, some of the women will get married and either then, or when they have children, will leave his employment, and he will have to start the process of training another batch all over again.

Men also marry—but marriage does not mean that a man gives up his job; on the contrary, it may well mean that he will work harder, to secure promotion and more pay, and that he will be less likely to change his occupation. Faced with the certainty that the trouble he has taken to train a proportion of the women workers will be wasted, is it not likely that the employer who is required to pay the same wages to women and men will seek to employ only men; and that equality of pay will thus lead to even greater inequality of opportunity for women than exists to-day?

In addition to that consideration, there are a number of other impressions or prejudices about women in employment which may or may not be well justified, but are certainly widespread. It is felt, for example, that women, on the whole, tend to need more sick leave than men, that many are temperamentally unsuited to take charge of other staff, and so on. Certainly, the cycle of a woman's physical and emotional life might well have an influence on her capacity for sustained, unemotional, objective administrative work from the age of 18 to the age of 55.

Inconsistent Claims

Women themselves are not consistent about their terms of employment. I have heard a group of women at a NALGO meeting advocate, firstly, "Equal Pay for Equal Work," and, secondly, arrangements for the optional retirement of women at an earlier age than men, without the slightest appreciation that they were being in any way inconsistent. Certainly, many thoughtful women would much prefer to have greater flexibility in office hours—for the convenience of the single woman with no domestic assistance—more generous leave arrangements for sickness, and provision for earlier optional retirement, even if these concessions were reflected in differential salary scales.

I am not contending that NALGO should flatly repudiate all it has said in the past about equality for women. But I do suggest that we should think about it for once, instead of indulging in woolly rhetoric and the cheering of silly slogans during the lighter moments of Conference.

Constructive Research Needed

It is obvious that, in the coming years, we shall need the labour of all women available for employment, and that women will have a big part to play in the public service generally. Are we not now sufficiently adult and civilised to consider dispassionately all the problems involved and to try to make provision for the employment of women on terms which are, as far as possible, appropriate to their needs and to the requirements of their occupation and are, at the same time, fair not only to them, but to the men, married as well as unmarried, alongside whom they work?

Has not NALGO a duty to its women members, to the service, and to the community, to consider how women can play their part in local government most effectively? The issues are too complex and delicate to be settled by slogans, and the assistance and advice of the sociologist, the economist, and the psychologist will be needed; but any constructive research on this issue would reflect to the credit of NALGO and to the benefit of its members.

Cheltenham Pioneers in Public Relations

For a long time, public relations enthusiasts have been seeking new and better ways to bring citizen, councillor, and local government officer together into that constructive partnership which is the basis of civic interest and effective democracy. Cheltenham branch has found one—and here, Miss E. I. N. BRADSHAW, *branch secretary, and* W. J. MORRELL, *public relations committee chairman, describe its launching.*

THE scathing comments on local government of E. L. HASLUCK, quoted in the review of the reprint of his book in the October "L.G.S.," are indeed a depressing indictment, deepening with the moral he draws. If government be bad, he says, the fault lies with the electorate who will always get the government they deserve.

This is undoubtedly true, but it is no new problem. For many years, the question engaging all interested in public relations has not been "why?" but "how?" How can the voters best be educated into taking an intelligent and constructive interest in local affairs? How, in days of newsprint shortage, can the people be told what their councils are doing, or not doing, and why?

Cheltenham seems to have found an answer, in part at least, to these questions.

The present mayor, ever since his election, has been keenly conscious of the need to develop better relations with the public, and instituted a weekly press conference. But, owing to the shortage of newsprint, this fell far short of the ideal, since, while the newspapers were able to refer briefly to major topics, they had no space for those many smaller matters which are often of greater interest to the public.

The Cheltenham branch, under the guidance of F. D. LITTLEWOOD—who is both town clerk and branch president—had also been working to promote more public interest and keenness in local affairs. It was considered that some sort of meeting—an informal "get together" of all interested parties—might solve the problem. The branch put the idea to the mayor, who welcomed it. Thereupon the branch public relations committee offered to organise the Forum on behalf of the council.

It was considered that an attendance of some 400-500 people would be ideal. To get the best cross-section of representative opinion in the town (whose population is about 70,000), an invitation was sent to some 60 clubs and organisations, covering every form of political, social, and charitable activity in the town and ranging from Communists to Conservatives, from girl guides to head teachers, from the Ambulance Brigade to the Pedestrians' Association. Each was invited to send three representatives and to submit any questions about the work of the council upon which it wanted information, or any topics which it thought might be usefully discussed. Political questions only were barred.

In addition to these representatives, the Forum was announced in the press and the public invited to attend. The response was good, and a week before the meeting was held more than 400 invitations had been issued and accepted and a crop of questions, dealing with matters ranging from bus shelters to playing fields, and film censorship to nursery schools, had been received.

The branch committee then selected 30 questions considered to have the widest appeal and submitted them to the mayor. The chairmen of the committees concerned were supplied with their questions a week before the Forum, to enable them to consult their chief officers and prepare for the discussion.

In the plans for the meeting, great stress had been placed on creating an informal atmosphere. The meeting was held in the town hall, and this was laid out with small tables, the representatives of each organisation invited being given a small table with one or two spare chairs for friends or associates. The mayor, committee chairmen and chief officers occupied a dais halfway down the room. There was no set programme, the branch being determined to avoid any "stilted" effect. It was expected, however, that there would be from 50 to 60 minutes' serious discussion, beginning about 7.45 p.m., followed by a 30-minute interval for refreshments, then more discussion until 9.30, after which the guests could remain chatting informally at their tables until 10 o'clock if they wished. This, in fact, was exactly what happened. The mayor greeted each delegate on arrival, and some twenty members of the branch were available to take the visitors to their seats, answer questions, effect introductions to members of the council if required, and generally to be helpful in every way possible and ensure a happy atmosphere. During the interval, light refreshments of all kinds were brought to the tables.

In this way, for the first time, councillors, officers, and the public, old and young, were brought together in a cheerful social environment. In fact—as a B.B.C. observer stressed in a news talk in the Midland Home Service the following evening—the meeting was more like a big family party than a serious municipal function.

The questions previously submitted were first answered by the respective committee chairmen, and after each answer guests were invited to make any comments or ask any supplementary questions they wished. Much advantage was taken of this and many questions, which had at first seemed unimportant, provoked lively discussion.

Conversation with the guests showed that all had enjoyed the evening and were most enthusiastic about it. As one business man said: "More information has been given tonight than would fill 20 columns in a newspaper. So long as views can be aired in this way, democracy has a meaning and will continue to flourish."

Arrangements are already in hand for the next Forum, probably in February.

G. G. MARSLAND, Borough Surveyor, answers some questions at the Forum—"*Gloucestershire Echo*" photos

SUCCESSFUL BRANCHES TELL THEIR SECRET

2. The County: Nine Sub-Branches Solve Kent's Problem of Members Spread over 1,500 Square Miles

In this, the second of our series on branch organisation, H. JUDSON, *hon. secretary, Kent County Officers' Guild, describes how his branch has solved the problems of maintaining unity and interest among members scattered over the county area.*

WITH a membership around 1,700, the Kent County Officers' Guild is the biggest branch of NALGO in southern England and one of the biggest in the country. Its greatest problem of branch organisation is provided in the fact that its membership is spread over an area of nearly a million acres, stretching from Sheerness to Romney Marsh and from London to Margate, with a population of one and a half million.

To enable us to meet this problem, we have set up sub-branches wherever a group of members could be formed. There are now nine such sub-branches, with memberships ranging from 25 to 200, and covering in all more than 700 members; the remaining 1,000 members are attached to head office departments of the county council at Maidstone. The basis of our unity is the fact that we are all employed by one authority—or were until the advent of the National Health Service. We have no gas or electricity members.

All these sub-branches, of course, exist side by side with local borough and district council branches, and there is, thus, some awkward overlapping. But we consider that it is better to base a branch on the employing authority of its members than on the district in which they work, and experience has shown the rightness of this policy—which is now being adopted nationally for gas, electricity, and hospital staffs. Holding this view, we are reconciled to the inevitable formation of separate branches for health service and public utility officers, based on the areas of regional hospital boards and group management committees, although this will deprive us of many of our members.

Fire Staffs Enrolled

On the other hand, new and extended services have come to the county council, providing new officers for us to recruit into membership. Recently, for example, we enrolled 30 members of the staff of the Kent fire service.

The system of sub-branches was first introduced nearly twenty years ago, after the absorption of the public assistance staffs in 1930. These sub-branches are likely to grow in importance as the tendency to form administrative divisions, for example, in education, planning, and health, develops.

Sub-branches have their own management committees and their own honorary officers, and receive, through the Guild, all circulars and other information sent to branches, including their own consignments of "L.G.S." Each is financed by a 10 per cent. rebate of subscriptions and has two representatives (three where the number of members exceeds 100) on the executive committee of the parent branch. These representatives also share the sub-branch representation on the sub-committees. Each sub-branch holds an annual meeting in November.

Within the area of the administrative county, part of which lies within NALGO's metropolitan district, there are about forty other branches, with a total membership of about 4,000. To establish liaison with these, we have—thanks largely to the pioneering work of the district officer—set up joint committees of branches in the Medway towns, in south-east and south-west Kent, and in Maidstone and district. On the last are represented one borough branch, three rural district branches, one public utility branch, one *ad hoc*, authority branch, and the county branch. The joint committees meet quarterly to discuss matters of mutual interest in the locality, including social activities, and to receive reports from N.E.C. members and from the district office. Such committees, strengthened by representatives of new branches of members in the nationalised services, will undoubtedly be able to play a greater part in the future. It is obvious, for example, that public relations policy demands consultation at this level.

An Executive of Sixty

The branch executive committee consists of just over 60 members—20 from sub-branches and 40 from head office departments in the proportion of one representative for each 25 members. It meets nine times a year, to a timetable which is geared to the dates of Conference and district committee meetings and into which the principal sub-committee meetings are dovetailed. There are three sub-committees:

Service conditions and general purposes;
Organisation and special activities; and
Public relations.

The first two of these share the bulk of the work of the branch. Service conditions always has a heavy and interesting agenda which often produces, in addition to much serious discussion, a spark or two of humour—as for example, at a recent meeting, when a member, after raising a problem put to him by a colleague, explained innocently: "I don't want to give him the wrong answer—I'd rather he got it from you, Mr. Chairman!"

We find it necessary to refer more and more frequently to Headquarters for expert opinion on the various questions which arise in the service conditions sub-committee, particularly on legal matters.

This sub-committee also deals with matters which are to be referred to the joint committee of council and staff which has recently been enlarged to seven-a-side and now has regular meetings.

The organisation and special activities sub-committee deals with membership, sub-branch affairs, and the ancillaries. The education correspondent and the editor of the Guild's own journal, "Kent County Chronicle," both report to it.

Keeping Members Informed

On the education side, courses of local government examinations have been arranged in co-operation with the Kent Education Committee.

The magazine is published twice a year, the cost, at £50 an issue of 1,800 copies, making more frequent publication too expensive.

To keep members informed of current developments, it is supplemented by "NALGO Digest," a stencilled bulletin which is issued at intervals between the publication dates of the "Chronicle."

The public relations sub-committee is new this year, but it has already presented a report on policy which the executive has approved and sent to the county council; some of the items in it have been discussed in the staff joint committee. The immediate aim is to interest the individual local government officer in the work of his authority as a whole, so that each member of the staff may become an informed ambassador of the service to the public. The county council's full-time public relations officer has shown an understanding of our point of view and a willingness to co-operate.

To deal with the continuous volume of work, involving a large amount of correspondence, the Guild is fortunate in having a full-time assistant secretary working from an independent office in the centre of Maidstone. The assistant secretary is also the local correspondent of the Building Society, Logomia, and the Provident Society, and sometimes handles more than £1,000 a month.

Social and sporting activities for the central office staff are in the hands of an independent, but closely allied, organisation, the central office staff literary and sports committee, which was created by the Guild and on which the executive committee holds certain ex-officio seats. There are sections devoted to the various branches of sport, and nearly a score of "activities" are represented on the committee. Social events have been few recently, but steps are now being taken to revive them.

At our annual general meeting we usually have a speaker of outstanding importance in NALGO; this year we have E. L. RILEY, chairman of the National Executive Council. Other local branches are invited to send representatives to the meeting, but travelling difficulties prevent a completely representative gathering.

Sharing the Burden

Members of the Guild also play their part on the district committee, the provincial joint council, and nationally, and the few who have attained office at these higher levels have a busy time trying to meet all the demands upon them. In this branch, as elsewhere, there is need to spread the burden of voluntary work. We are a big and a fairly active branch, but much more could be done were we to have more active support from the rank and file. To the old question, "What does NALGO do for me?" I would reply: "What do you want it to do?"—and "What are *you* going to do to help get it?"

The effectiveness of the work done by the branch machine depends, in the long run, on members themselves. Even if they take for granted the improved conditions of service which the Association has gained for them, and though they neglect the opportunities and obligations which membership confers on them, they should at least be thankful to the enthusiasts who carry on the work.

Have I any ideas for the future? I have two: that we should try to hold, possibly in the summer, an occasional general meeting, apart from the A.G.M., devoted to some particular topic; and that we should form a students' group, primarily for the exchange of ideas between members studying for the local government examinations—a group big enough to justify the provision and guarantee the success of special facilities for courses of study, visits and the like, which would find its own secretary, and which would bring our younger members into closer contact with the Association's work.

May I add that since I have been branch secretary for less than a year, my part in all this has been little more than to record the information provided by others, with some personal impressions. I hope that those who helped to build up the Guild, and who would have been more competent to write about it, will accept these notes as a tribute to their work, and will overlook any errors and omissions.

"BREAD AND BUTTER" SERIES—No. 6.

Grading Appeals Under the Charter—and How They are Conducted

Since the Charter came into force two-and-a-half years ago, many thousands of local government officers have exercised the right it gives them to appeal against their grading to the impartial provincial council appeals committee—a right enjoyed by few other workers. In this article, ALAN PROCKTOR, *NALGO's district officer in the South-East of England, describes how the machinery works in his district.*

CRITICS of the Charter, however severe, seldom single out for condemnation paragraph 39. This paragraph reads:

"Any question as to the rights of an officer under the Scheme shall be decided in the first instance by the employing authority. If the officer is dissatisfied with the decision or with the failure of the employing authority to come to a decision, the matter shall be referred to the appropriate provincial council as a difference and dealt with by the provincial council under its constitution."

So far from criticising, many think that this right of a dissatisfied officer to appeal to an independent tribunal is one of the most valuable provisions of the Charter. It is certainly a right which few, if any, other trade unions have obtained for their members—and one for which thousands of successful NALGO appellants have cause to thank those who negotiated the Charter.

Model Procedure

Soon after the issue of the Charter, which operated from April 1, 1946, I suggested the following appeal procedure to branches in the South-Eastern district:—

1. Every member should be informed of his right to appeal;
2. Members wishing to appeal should be issued with a standard form for completion and return to the branch secretary;
3. All appeals should be reviewed by the branch executive committee, or, preferably, by a sub-committee appointed for the purpose;
4. Appeals supported by the branch should be forwarded by the branch secretary to the clerk of the council for submission to the appropriate committee;
5. Appeals not receiving branch support should be returned to the appellants, it being made plain that the appellants were not thereby debarred from submitting their appeals direct to the clerk of their council or the head of their department; and
6. Appeals rejected by the employing authority should, at the appellants' request, be forwarded by the branch secretary to me (as staffs' secretary of the provincial council) for submission to its appeals committee.

The standard form of appeal covered all the relevant information, including:—

Type of appeal (grading or non-grading);
Designated position and department;
Present grade and salary;
Salary before April 1, 1946;
Age and years of service with present and other authorities;
Professional qualifications;
Complete list of duties (set out fully, stating whether in charge of department or section and giving number of staff controlled); and
Facts upon which the case is based—e.g., —comparison with salaries in other departments or authorities, additional duties or responsibilities since last salary revision, salary insufficient for responsibility.

The procedure outlined above has been generally followed, although some branches at first had an understandable reluctance to express any opinion on the merits or demerits of appeals by their members. Experience, however, has shown the wisdom of a branch review of appeals, and it is rare indeed that the case of a member who is not supported by his branch succeeds on its merits before the provincial council.

Appeals committees usually consist of six members of the provincial council—three appointed from the employers' and three from the staffs' side. As a rule, these members are selected from a panel, although there are obvious advantages in continuity of service and each side naturally tends to choose its most experienced members. No member, whether on the employers' or the staffs' side, may adjudicate on any case in which his own authority is concerned. The chairman, who may be chosen from either side, does not have a casting vote and, as with all Whitley councils and committees, a decision, whether for or against, requires a majority vote *on each side*. In other words, for an appeal to succeed it must be supported by at least two employers' representatives and at least two staffs' representatives. Should the two sides disagree, as sometimes happens, the appeal is referred to the appeals committee of the National Joint Council for settlement. In practice, most appeals are decided at the provincial hearing. Once a decision has been given there, the appellant has no further right of appeal.

When the Appeal is Heard

At the hearing, the appellant is represented—provided he is a member of NALGO—by the district officer or the assistant district officer, and the employing authority, as a rule, by its clerk or its deputy clerk, who is sometimes accompanied by the head of the department concerned, and by members of the council. The appellant is, of course, entitled to attend, and I always advise him to be present, for there is much virtue in the legal maxim that it is important not only that justice should be done, but that it should be *seen* to be done.

The proceedings open by the appellant's advocate stating the case for regrading. In doing this, he emphasises not only the information given by the appellant on his appeals form, but any other relevant facts or comparisons with other officers, in his own or other authorities, which he thinks may strengthen the case. The employing authority's advocate then replies and, naturally, seeks to justify the present grading of the post. Questions are put by members of the appeals committee to the appellant and/or to the respective spokesmen, and the latter also have the right to question the other side. The appellant may, if he chooses, add a supplementary personal statement. He can, of course, conduct his own case if he prefers—although I can recall only two appellants doing so: they both lost!

The hearing ended, both sides withdraw, leaving the appeals committee to arrive at a decision in private. The committee's deliberations sometimes take longer than the actual hearing—or so it seems to the unfortunates kicking their heels in a draughty corridor or ante-room—but eventually the parties are recalled and the chairman of the committee announces the decision, which is subsequently confirmed in writing by the employers' secretary. In the rare cases where the committee fails to agree, the chairman announces the fact and arrangements are made for a re-hearing by the national appeals committee. Procedure at this re-hearing differs only in detail from that already described.

In my own district, where all but two very small local authorities are constituent members of the provincial council and the Charter is operated by all (oddly enough, the two non-members were among the first to adopt it), it is almost unknown for an authority to refuse to adopt a decision of the appeals committee. Should that happen, however, NALGO can declare a dispute under the Conditions of Employment and National Arbitration Orders 1940-44 and take the case to the National Arbitration Tribunal. It did that some months ago—and the Tribunal ordered Brierley Hill U.D.C. to carry out the recommendation of the appeals committee to upgrade 22 officers, with effect from April 1, 1946.

Why the Delays?

A valid criticism of the appeals provision is the overlong delay often met with in getting appeals considered. But delays of this kind appear to be inherent in all joint negotiation and are certainly not peculiar to local government. It is, I think, probably true that in some areas the number of appeals has choked the machinery. As long ago as October, 1947, it was estimated that some 15,000 grading appeals had been lodged—it would be even more to-day—and, although many of these have been settled by local joint committees, or in direct negotiation with the employing authority, some provincial councils, notably Lancashire and Cheshire, have been faced with the enormous task of hearing upwards of 2,000 individual appeals. In these circumstances it is small wonder that members sometimes wax impatient for the hearing date that never seems to arrive—and are only partially consoled by the reminder that their up-grading, should they be successful, will be dated back to April 1, 1946.

As always, it is easier to criticise than to suggest a remedy. Members of appeals committees are able to give only a limited amount of time, for aldermen and councillors are invariably heavily engaged—and it must not be forgotten, too, that the staff side representatives are local government officers who must obtain leave of absence (I know of some who have sacrificed part of their holiday) to serve. Nor do duplicate or triplicate committees, as are sometimes suggested, provide a solution, for the employers' secretary, often a chief officer in local government himself, must be in attendance, and neither he nor single-handed district officers have yet discovered how to be in two places at once. In fairness

(Continued on next page, at foot of column 1.)

Accidents at Work—the Industrial Injuries Act Explained

THE coming into force on July 5, 1948, of the National Insurance (Industrial Injuries) Act, 1946, marked the most revolutionary change in the law relating to compensation for industrial injuries or disease since the passing of the first Workmen's Compensation Act of 1897. The general purpose and scope of the new Act is well summed-up in the preamble:

"An Act to substitute for the Workmen's Compensation Acts, 1925 to 1945, a system of insurance against personal injury caused by accident arising out of and in the course of a person's employment and against prescribed diseases and injuries due to the nature of a person's employment, and for the purposes connected therewith."

Before July 5, an employee had, provided his salary and employment brought him within the provisions of the old Acts, a direct claim against his employers for "compensation" for personal injury by accident (including diseases) "arising out of and in the course of his employment." This compensation took the form of a weekly or, at death, a lump-sum payment.

Under the new scheme, responsibility for the payment of compensation—or "benefit" as it is now called—is transferred to the State and financed through a compulsory insurance scheme to which employers, employees, and the State contribute. An employee's rights under the old law are, however, preserved in respect of accidents happening before July 5.

With a few exceptions, all employees or apprentices, whatever their pay, are insurable under the Act, and they or their dependants are entitled to its benefits. These are related to the degree of disability suffered and not, as under the Workmen's Compensation Acts, to loss of earning power. The principles of entitlement to benefit and the various rates are similar to those governing the award of war pensions.

There are three types of benefit, which may be supplemented by additional benefits where there are dependants or in cases of special hardship:

1. Injury benefit entitles an injured employee to a basic payment of 45s. a week, or 7s. 6d. for each working day lost as a result of the injury for a maximum of 156 days. If the employee is under 17, the injury benefit is reduced to 22s. 6d. a week, and if between 17 and 18, to 33s. 9d. Should the employee become capable of work, though still physically incapacitated, before the 156 days has expired, he may transfer his claim to "disablement benefit."

2. Disablement benefit may take the form of a disablement pension or a disablement gratuity.

A disablement pension is paid when the insured employee, though able to resume work, still suffers some physical disablement during or after the injury benefit period; or when he remains incapable of work after the injury benefit period has expired. In the former case, the pension is paid only where the continuing disability is likely to be permanent; or is assessed at not less than 20 per cent.

Where the injury or disease results in a minor disablement, assessed at from 1 per cent. to 19 per cent., a "disability gratuity" in the form of a lump sum payment of not more than £150 is payable.

Regulations under the Act set out the prescribed degrees of disablement, ranging from 100 per cent. (for example, for loss of sight) to one per cent. (for example, for loss of part of a toe), and the scale of disablement gratuities runs from £15 for 1 per cent. disablement to £150 for 19 per cent. disablement. Provision is also made in cases of special hardship for payment of disablement pensions where a beneficiary is entitled to or has received a disablement gratuity.

3. Death benefits. A widow who cannot support herself or who is entitled to a children's allowance (see below) receives 36s. a week for the first 13 weeks after her husband's death and 30s. a week thereafter if she is 50 or over, or 20s. if she is under 50. Certain other dependent relatives may also receive death benefits.

4. Additional benefits can be claimed:

Where the disabled person is likely to remain permanently incapable of work;
In circumstances of special hardship (detailed in the Act);
Where the disabled person requires "constant attendance," or where his disablement is 100 per cent. and he is in hospital;
Where there are child dependants (7s. 6d. a week in respect of one child of the family payable with either a disablement benefit or a death benefit); or
For certain adult dependants.

An injured employee wishing to claim benefit under the Act must notify his employer, either verbally or in writing, as soon as possible after the accident. The employer will then investigate the accident and inform the local insurance officer, who is appointed by the Ministry of Pensions. At the same time, a claim for benefit should be made on the Ministry's official form direct to the insurance officer by or on behalf of, the person concerned.

Usually, the insurance officer will decide whether or not to admit the claim, but any exceptional difficulty will be referred for decision to a local appeal tribunal to which the claimant also has a right of appeal should the insurance officer disallow or not wholly admit his claim. Appeals from decisions of the local appeal tribunal are taken to an industrial injuries commissioner.

Where it can be shown that the accident results from the employer's or another's negligence, the question of damages also arises. Receipt of benefit under the Act is no bar to a claim or legal action for damages at common law, but the Law Reform (Personal Injuries) Act, 1948, provides that, in assessing the "out-of-pocket" damages—as distinct from the general damages for "pain and suffering" and prospective future disability—the court shall reduce such damages by half the value of any State benefit for injury which has accrued or is likely to accrue to the claimant over a period of five years from the date of the accident.

Grading Appeals

(Continued from preceding page.)

to my own provincial council, the Southern Home Counties—and no doubt it is equally true of others—it must be added that, thanks to the employers' representatives being as anxious as the staff side to hear all outstanding cases, and to the co-operation of the employers' secretary, few appeals now remain to be heard.

An analysis of all the cases I have conducted shows that an average of two out of three had some success—that is to say, produced an improvement in grading, although not always as much, as the appellant hoped. During the first flood, the average was rather higher—the worst anomalies were, naturally, among the first to reach the appeals committee—but in recent months it has tended to fall. In saying this, however, it must be emphasised that the same factors do not necessarily apply in other areas, where different circumstances may obtain. The number of new appeals is now restricted by the time limit imposed by the National Joint Council, which provides that notice of appeal must be given to the employing authority within three months of the date on which the officer is notified of his grading, and that further appeal to the provincial council must be made within three months of the employing authority's rejection of the original appeal.

In my experience, appeals committees have worked well. There have, of course, been decisions with which I have disagreed, but I can think of few cases of obvious anomaly or injustice that have not been righted. Sufficient regard may not always have been paid to my carefully compiled comparisons—"comparisons are odious," said an opposing town clerk the other week, "especially when they are quoted against me!"—absolute justice may not always have been achieved; but in an imperfect world the rough justice, to put it no higher, dispensed by appeals committees is, in itself, no mean achievement.

NALGO and the Education Welfare Officer

By F. G. C. ELWICK
Public Relations Officer, E.W.O.N.A.

OF NALGO's many activities during the past year, one seems to have passed almost unnoticed. This was the conclusion, on November 1, 1947, of a closer working agreement between NALGO and the Education Welfare Officers' National Association.

It was claimed in last month's LOCAL GOVERNMENT SERVICE that NALGO itself provided a full trade union service for "well over a hundred different careers and specialities" in the public service. The members and prospective members of E.W.O.N.A. are education welfare officers, school attendance officers, and the like, employed by local education authorities. Most already belong to NALGO. Why, then, should they belong to another—and much smaller—association?

E.W.O.N.A. was founded in 1884 and was first called the School Board Officers' Mutual Improvement Association, and later the School Attendance Officers' National Association. From the beginning, it fought for better service conditions and superannuation for its members, and publicly advocated school meals, free milk from birth for needy children, better housing, unemployment pay, "county colleges" with compulsory attendance until 16, nursery classes, free boots and clothing for poor children, special juvenile courts, juvenile employment bureaux, and proper inspection of private schools—all this before 1905!

When NALGO was formed in 1905, affiliation between the two associations was discussed, but it was not until last year that agreement was reached. In the intervening 43 years, NALGO's membership has grown to 180,000 and now includes all grades in the local government service, as well as wide sections of the health and nationalised public utility services. E.W.O.N.A. has remained a small association of men and women working in school attendance departments, though its members, to quote KENNETH LINDSAY, M.P., have "through devotion to their work, become almost quite different from what was intended." The "school board man" has become the education welfare officer—and E.W.O.N.A. is still fighting for better conditions for the child and its members.

The closer working agreement with E.W.O.N.A. is not inconsistent with NALGO's claim to universality and is designed to encourage school attendance and education welfare officers to take out dual membership. E.W.O.N.A.'s specialised knowledge has already helped NALGO by supplying memoranda as a basis for the national salary claims NALGO is making for school attendance and education welfare officers in England and Scotland, and by bringing before the Local Government Examinations Board the question of a special diploma for education welfare officers. Its motto, "For every child, a chance" was substantiated at the last NALGO Conference, when its resolution on child neglect was passed by an overwhelming majority.

NALGO could have set out to kill E.W.O.N.A. Instead, for very good reasons, it chose to work with it. Every school attendance and education welfare officer in the country can assist by giving enthusiastic membership and support to both associations.

A Reminder

Have you sent in the coupon from last month's supplement for full particulars of LOGOMIA insurances and other benefits? If not, do it now (an unsealed envelope and penny stamp will do)!

LOGOMIA advises you to hunt out all your insurance policies and see whether they do, in fact, adequately cover your needs. You will probably have an unpleasant surprise. But it's better to face it.

LOGOMIA has a policy to suit every risk. It is your own insurance society and is happy to study your particular needs.

Progress of Discussions on Future of New Rating Valuation Service

FURTHER progress in discussions about the new rating valuation service—the proposed plans for which, together with a preliminary discussion with Mr. Glenvil Hall, Financial Secretary to the Treasury, we reported in the September journal—can now be disclosed.

Since that preliminary discussion, Mr. Hall has informed the Negotiating Committee (a body representing all the organisations catering for rating valuation officers in local government, including NALGO) that the salary scales already announced must be regarded as settled, although there would be room for negotiation about the number of posts in the various grades.

This Local Government!

"To premium on insurance policy for 32 aldermen and councillors expiring on December 25 next"—an extract from the corporation list of expenditure, sent by Miss H. M. Whitworth, Rowley Regis.

He was prepared to agree that, if the officers appointed to the posts of deputy chief valuer or assistant chief valuer had been receiving net salaries higher than the pay allocated to those posts, they should be allowed to retain the higher figures. According to information supplied by local authorities to the Inland Revenue department, the majority of transferees would suffer no loss of pay. The department would be glad to continue negotiations on the general question of recruitment within the framework of the decisions he had indicated.

The Negotiating Committee then notified the department of its desire to discuss and negotiate the following points:

The number and extent of the valuation areas in the provinces and in London;
The number of posts of various kinds which will be available;
The grading of those posts within the framework of the valuation office scales, with particular emphasis on the grading of regional officers and valuation officers in charge of valuation areas;
Salary scales, including commencing salaries, the proposal to divide the existing salary scale for second and third-class valuers, and the application of the no-detriment principle allowed in the two higher posts of the new service to all other appointments;
Questions of individual seniority before and after the proposed future integration with the valuation office;
Questions of mobility, location, and settlement, including removal expenses;
The inclusion in the appointments interviewing committees of persons experienced in the official side of local government rating valuation work;
Waiving of medical examination;
The professional qualifications which will be required of technical officers and the position of those who have no qualifications;
Whether non-technical officers will have to submit to a written as well as an oral examination;
Trainee grade; and
Position of persons who are over 55 or 60 years of age on the appointed day.

Discussions with officials of the department began on November 4. The officials said that the Board's proposals were based on a scheme providing for approximately 300 district offices, with regional offices and a headquarters organisation. The general proposition was that the district office should deal with the main bulk of properties, special properties being dealt with by the regional office, and some by headquarters. Generally, the Board would expect a second-class valuer in the proposed higher or lower division of that grade to carry, as valuation officer, a district of up to 40,000 hereditaments. It was pointed out, however, that the Board would want the advice of the deputy chief valuer and assistant chief valuer on these proposals.

Information received from local authorities showed that the numbers of officers in the proposed salary ranges were approximately:

£1,420—£1,570 ..	25	£650—£750	146
£1,160—£1,370 ..	36	£500—£650	300
£900—£1,050 ..	45	Below £500	500
£750—£900	64		

In addition, some 50 or 60 technical officers employed in assessment committees might be expected to be interested in the new rating valuation service. Of these, four appeared to be in the £1,420—£1,570 range, three within £1,160—£1,370, 23 between £500—£1,050, and 26 below £500.

The deputation pointed out the danger of paying too much attention to existing salaries, because many local authorities employed private valuers, and therefore the salary paid to the rating and valuation officer did not represent the true market value of the authority's rating valuation work.

In regard to the number and extent of the valuation areas and the number of posts available, the Board offered to let the deputation have a list of the proposed district offices, and to consider any alternative scheme submitted.

Since it was not possible to discuss all the items on November 4, a further meeting was fixed for November 15. This will be reported next month. In the meantime, applications have been invited for the posts of deputy chief valuer, assistant chief valuer, and not less than 15 superintendent valuers, with December 15 as the closing date.

Local Valuation Panels

The Minister of Health's proposals for terms and conditions of appointment of staffs of local valuation panels have been received for observation. It is proposed that the N.J.C. scheme of conditions of service for local government staffs shall apply, the salary ranges being:

CLASS A (more than 150,000 hereditaments): clerk £750—£950; 1 assistant £420—£465 (A.P.T. I); 1 general division clerk.
CLASS B (100,000—150,000 hereditaments): clerk £685—£760 (A.P.T. VIII); 1 assistant £390—£435 (A.P.T. I); 1 general division clerk.
CLASS C (50,000—100,000 hereditaments): clerk £635—£710 (A.P.T. VII); 1 assistant £315—£360; 1 general division clerk.
CLASS D (fewer than 50,000 hereditaments): clerk £550—£610 (A.P.T. Va); 1 general division clerk.

Provision may have to be made for exceptional cases (for example, a clerk who serves more than one panel).

Generally, the aim is to employ whole-time staff whenever this would be justified by the nature and volume of the work. Whenever it is considered more economical or convenient to employ a part-time clerk, the following provisions will apply:

CLASS B, clerk £500; assistant £420—£465;
CLASS C, clerk £500; assistant £390—£435;
CLASS D, clerk £300; the general division clerk would become assistant at £315—£360.

The appropriate London weighting will be given in those areas to which it applies under the Charter. Clerks and assistant clerks will be appointed at the lowest point of the scale, but application may be made to the Minister to

(Continued at foot of next column)

ELECTRICITY SERVICE

Interim Scales for Typists and Machine Operators

THE National Joint Council for electricity administrative and clerical staffs has adopted a special interim salary scale for women typists and machine operators.

There are two scales: one for shorthand-typists and operators of comptometers, accounting machines (such as Elliott Fisher and Remington-Rand), and other machines requiring a like degree of skill; and another for typists and operators of addressing machines, simple adding machines (such as Burroughs), and other machines requiring a like degree of skill.

Operators of simple duplicating machines are not included. They will remain on the General Clerical scale. The new scales are:

Age	*Shorthand-Typist*	*Typist*	*Age*	*Shorthand-Typist*	*Typist*
16	135	109	25	260	234
17	150	124	26	268	244
18	180	154	27	277	254
19	195	169	28	286	266
20	210	184	29	295	276
21	225	199	30	303	286
22	233	207	31	312	298
23	242	216	32	321	308
24	251	225			

The London weighting is the same, that is, £10 between 16 and 20, £20 between 21 and 25, and £30 at 26 and over.

The object of the scales is to adjust remuneration to proficiency which, in typing and machine operating, reaches its peak at an earlier age than in clerical work. Thus, though linked with the General Clerical scale, the new scales have larger increases in the early years.

For instance, the shorthand-typist's scale gives £27 more than the women's General Clerical scale at 16, £49 more at 21, and £13 more at the maximum. The typist's scale gives £1 more at 16, £23 more at 21, but no more at the maximum.

Overtime at the new rates will take effect from August 1, but the scales themselves will take effect from April 1.

Students' Library Offers Books for Loan or Sale

Amongst a number of books still available for loan to student members are: Jennings—*Law and the Constitution;* Lindsay—*Modern Democratic State;* Escritt—*Sewerage Design and Specification;* Veal—*Sewage Disposal;* Hood Phillips—*First Book of English Law;* Wickstead—*Common Sense of Political Economy;* Robson (editor)—*Public Enterprise,* and *Plato and His Dialogues.*

The loan charge for six months is one-sixth of the published price.

Books offered for sale include: Clarke—*Social Administration,* 1946 (25s.), at 10s. 6d.; Silverman—*Economics of Industrial System,* 1931 (7s. 6d.), 2s. 6d.; *Ryde on Rating,* 1946 (75s.) 20s. 6d.; Taussig—*Economics,* 1939 (42s.), 20s. 6d.; Jones—*Economics of Private Enterprise,* 1937 (7s. 6d.), 3s.; Boddington—*Statistics Applied to Commerce,* 1936 (12s. 6d.), 4s.; Owen—*Law Relating to Weights and Measures,* 1947 (36s.), 20s. 6d.; Dearle—*Students' Introduction to Economics,* 1946 (12s. 6d.), 6s.

All prices include cost of postage and packing. Students wishing to purchase other books are invited to write Headquarters, stating subjects in which they are interested.

(Continued from preceding column)

permit a clerk or assistant clerk to begin at a higher point. The general division staff will be placed at the appropriate age point on the scale.

The proposals were considered at a meeting on November 2 of representatives of NALGO, the Society of Clerks of Assessment Committees, the Incorporated Association of Rating and Valuation Officers, and the Local Government Clerks' Association. The Negotiating Committee is to be recommended to submit to the Minister representations agreed at that meeting.

NALGO Can Bring Order to the Gas Staffs' Salary Chaos!

By V. J. LUCK, NALGO's Organising Officer for Gas Staffs

NATIONAL and regional agreements have now settled the pay of most gas officers not covered by the local government Charter. What are the outstanding results of negotiations so far?

The most striking is that the gas National Joint Council has failed to bring about a standardised scale of salaries as the staff side had hoped it would; the industry is still wedded to a policy of regional agreements.

True, it produced national scales on a rate-for-age basis up to age 25, but, having done so, it then remitted negotiations for higher scales to the regional councils, with the instruction that "regard should be had to the local authorities' scheme of conditions of service for administrative, professional, technical and clerical staffs, and to the salary scales agreed in the London Region on January 16, 1948." This, it felt, was sufficient safeguard to ensure a reasonable degree of uniformity throughout the country.

But was it? Seven of the twelve regions have now completed salary negotiations and it is already apparent that, so far from attaining or even approaching uniformity, the industry will pass into public ownership saddled with a hotch-potch of different grading schemes that will have to be sorted out later. Whoever gets the job is not to be envied; but, in my view, NALGO is best fitted to bring order out of the chaos.

What should be the new national standard? The answer is crystal clear! One-third of the staffs in the industry have enjoyed local government Charter scales for nearly three years, and staffs of many company undertakings in NALGO have won, and have long enjoyed, like benefits. The Association's annual Conference declared NALGO's policy in no uncertain voice to be "the Charter *as a minimum*." That should be the national standard in NALGO's view.

How far has that policy been implemented? In May, LOCAL GOVERNMENT SERVICE reported that NALGO held an overall majority on the staff sides of four regional councils and predominant membership on three others. In each of those regions, where agreements have been completed, NALGO has maintained its policy with the result that, there, the officer in company employ is now enjoying scales deviating only slightly from the Charter.

How different, and how sorry, is the picture in regions where NALGO is not in the majority! Notable among these is London, whose agreements, ill comparing with the Charter, have been followed closely by other regions where NALGO's seats are few.

In London, where NALGO has only one seat compared with the B.G.S.A.'s seven, and the N.U.G. & M.W.'s three, we were advised that in no circumstances would the Charter be acceptable to the professional and technical staffs of the gas industry. Imagine, then, the feelings of the middle-grade London technical man (of Charter grade A.P.T. IV, let us say) who is placed in grade 7 of the gas scales at a commencing salary £50 below his municipal counterpart in the metropolis, £20 below his gas counterpart in the provinces where the Charter is operative, rising to £15 less than the former though taking one year longer to do so, yet only £15 better on the maximum than his provincial Charter colleague whose maximum, of £525, is reached a year ahead when he, the London man, is still at £520.

In the Southern region where NALGO is again in the minority, London companies hold big interests in a large number of the undertakings. Thus the scales in this region are some £20 less than in London and rise only to £750 compared with the Charter £760 (£790 in London) and the London region £800.

Adding to the confusion, the Northern region has negotiated omnibus scales applicable equally to professional and technical as to clerical and administrative staffs. These range from £135 to £750 and seem related neither to the Charter nor to London scales. In this region, NALGO holds but one-third of the staff seats.

NALGO has affirmed its policy on equality of pay for equality of work between the sexes and, in two of the "NALGO areas"—Midland and South-Western—has secured that equality in professional and technical grades. But women in those grades in the London and Southern regions get up to £160 less; furthermore, a woman showroom assistant in, say, Taunton, might get more than her colleague in London.

The sole pieces in the jig-saw puzzle that seem to fit together are those shaped by NALGO. Truly, the National Joint Council for gas staffs has a gargantuan task in fitting in the remaining pieces. The simple and safe solution is to let NALGO do the job.

London £40 Bonus Dispute for Next N.J.C.

THE claim of the London regional gas staff for a lump-sum £40 bonus for all non-manual staffs was rejected by the employers' side at a meeting of the regional council on October 22, and will, accordingly, be reported as a difference to the next meeting of the N.J.C., provisionally fixed for December 15.

The claim was first put forward at a meeting of the regional council on June 25 on behalf of all staff grades who did not receive an amount equivalent to the threepence an hour granted to manual workers by the Joint Industrial Council in April.

In submitting its claim, the staff side stated that it had in mind not so much a general increase in salary, involving an adjustment of scales, as one payment of the same amount to all.

It contended that such an application in no way departed from the conditions of the White Paper on personal incomes and prices, since throughout the gas industry, production and sales had both increased despite war damage to plant, and had necessarily resulted in a greater output by each and every one. It was further argued that the incidence of expenditure and the burden of rising prices since 1946 fell more heavily on the type of officer concerned than on manual workers.

The employers held that the staffs' arguments applied nationally rather than regionally and that the regional council was not competent to negotiate a regional award. Though the staff did not share this view, it agreed that a joint statement setting out the opposing views be submitted to the National Joint Council asking for a ruling as to whether the regional council was competent to negotiate an agreement for a regional bonus.

This was considered by the N.J.C. on July 14 which finally decided that though the claim should not be "based mainly on the increased production of gas," it should be referred back to the regional council for consideration and report.

The case was accordingly re-heard at a meeting of the regional council on October 6, the employers asking more time to consider it but promising to submit their findings to the next meeting. This they did on October 22, persisting in their earlier view that to grant the award would seriously contravene Government policy. Both sides thereupon agreed to report the matter as a difference to the N.J.C.

Sub-Charter Scales for Southern Gas Region

A COMPLETE range of salary scales for gas clerical, administrative, professional, and technical staffs has been adopted by the Southern gas regional joint council.

As V. J. LUCK, NALGO gas staffs' organising officer, makes clear in his article above, these scales are roughly £20 below London's; though had they been on a level with the London scales, they would still have been too low in NALGO's sight, in which the local government Charter is regarded as the minimum for gas staffs. But, unhappily for the staffs affected, NALGO holds only three (as compared with the B.G.S.A.'s seven) of the twelve Southern staff side seats. It has thus not been able to secure Charter conditions as in areas where it is in a majority.

The new scales apply to staffs of A1 companies. Staffs of A2 companies get £15 less if men and £12 less if women.

CLERICAL.

Grade A: *Men*, rate-for-age, £135 (at 16) to £290 (at 25); *Women*, £108 (at 16) + 4, 16 (3), 18, 20, 12 (3)—£234 (at 25).

Grade B: *Men*, responsibility somewhat greater than Grade A work, but tasks still mainly of a routine character; checking Grade A work—£305 × 15 (3), 20 (1)—£370; *Women*—responsibility greater than Grade A, but tasks still mainly of a routine nature; work requiring a greater measure of skill or training than Grade A work; checking the work of a small group of Grade A staff—£244 × 12 (3), 16 (1)—£296.

Grade C: *Men*—independent arrangement of work calling for the exercise of some initiative; little supervision needed; daily routine varying—£360 × 20 (3)—£420; *Women*—independent arrangement of work calling for the exercise of initiative and a high degree of skill and training; supervision of other than large or important sections—£288 × 16 (3)—£336.

Grade D: More important clerical and minor administrative work with a measure of control over a sequence of jobs and over groups of staff; non-routine queries; work requiring special knowledge or individual responsibility without supervision—*Men*, £410 × 20 (4)—£490; *Women*, £328 × 16 (4)—£392.

Grade E: Duties involving the supervision of sections and responsibility for the efficient execution of a complete division of the work; regular contact with the management and administration; special knowledge required of legal, accounting, statistical, engineering, industrial, and other matters and a high level of experience, discretion and judgment—*Men*, £480 × 25 (4)—£580; *Women*, £384 × 20 (4)—£464.

A.P.T.

Employees qualified by examination or experience and engaged in engineering, professional or technical, scientific, sales, legal or accounting departments.

Grade I: *Men*, £135 (at 16) × 5, 20 (3)—£200 (at 20); *Women*, £108 (at 16) × 4, 16 (3)—£160 (at 20).

Grade II: *Men*, £250 × 15 (8)—£370; *Women*, £200 × 12 (8)—£296.

Grade III: *Men*, £340 × 15 (4)—£400; *Women*, £272 × 12 (4)—£320.

Grade IV: *Men* £390 × 15 (4)—£450; *Women*, £312 × 12 (4)—£360.

Grade V: *Men*, £440 × 20 (3)—£500; *Women*, £352 × 16 (3)—£400.

Grade VI: *Men*, £500 × 20 (5)—£600; *Women*, £400 × 16 (5)—£480.

Grade VII: *Men*, £620 × 20 (4)—£700; *Women*, £496 × 16 (4)—£560.

Grade VIII: *Men*, £625 × 25 (5)—£750; *Women*, £500 × 20 (5)—£600.

Scales for London A.P.T. Women

ON October 22, the London gas regional joint council settled the future salary scales of the following classes of women in its area: (a) professional, technical, and higher administrative staffs coming within the definition—qualified by examination or experience and engaged on professional or technical work in engineering, technical, scientific, legal, or accounting departments; and (b) higher administrative staffs not covered by the June 25 grading scheme for non-technical women.

The new scales are:

Grade I: Rate-for-age, £130 (at 16) + 15, 20, 23, 28—£216 (at 20).
Grade II: Miscellaneous, £256 × 10 (5) + 9—£315.
Grade III: Miscellaneous, 256 × 10 (5) + 9, 10, 11—£336.
Grade IV: £256 × 10 (5), 15 (2) + 16—£352.
Grade V: £320 × 16 (4)—£384.
Grade VI: £352 × 16 (4)—£416.
Grade VII: £384 × 16 (4)—£448.
Grade VIII: £416 × 16 (4)—£480.
Grade IX: £448 × 16 (2), 20 (2)—£520.
Grade X: £480 × 20 (4)—£560.
Grade XI: £520 × 20 (4)—£600.
Grade XII: £560 × 20 (4)—£640

Association Fighting Redundancy Threat to Health Administrators

DURING the past few months, NALGO has been taking vigorous action to quell the growing fear of redundancy among certain officers of local authorities who have still not been appointed to established posts in the National Health Service, although designated as transferable by the 1946 Act. Those concerned include:

Persons technically transferred but retained in the service of a local authority undertaking agency arrangements for a regional hospital board;

Members of staffs of social welfare or finance departments engaged before the appointed day mainly with the assessment of liable relatives and the collection of contributions;

Officers transferred to a regional hospital board or a hospital management committee but in excess of establishment and in danger of being declared redundant.

When Is A Midwife— A Maternity Nurse?

The degree of responsibility of a midwife, working with a doctor giving maternity medical services, has been clarified by the Central Midwives Board.

The Board deems the midwife to be acting as a midwife and not as a maternity nurse whenever the doctor has not stated specifically that he proposes to deliver the woman himself and wishes to be summoned at the onset of labour.

In October, the Association's organising secretary for health staffs acted as spokesman of a deputation to the Ministry of Health from the staff side of the appropriate section of the health staffs' N.J.C. to plead the case of the threatened officers. He claimed that a special responsibility fell on the Minister to find employment in the new service for the men and women who had helped administer local authority hospitals.

On the staff side's behalf, he urged that:

1. An embargo be placed on the appointment of any but transferable officers to posts up to a certain level of seniority until all available transferable staffs had been absorbed; and

2. Authorities appointing senior officers be instructed to give special consideration to the claims of transferable officers, and that where a suitable tranferable officer was available but was not appointed, the authority should be obliged to give its reason for not appointing him.

The Minister's representatives, whilst not prepared to commit themselves so far, gave every indication of their sympathy with the plight of the officers concerned and undertook to ask the regional hospital boards, at their next monthly meetings, to consider methods of reducing to a minimum redundancy amongst transferable staffs.

At the same time, they recalled, the boards and management committees had discretion to appoint whomsoever they wished to vacancies in their service, and the Minister was not prepared to give them directions in making such appointments.

As a further step, the Association wrote last month to the secretary of each regional board in Great Britain, asking that administrative and clerical vacancies on the staffs both of the boards and the hospital management committees be first notified to all transferred staffs not yet absorbed in the establishment.

Bigger Training Allowances for Student Mental Nurses

STUDENT mental nurses are now to get more pay.

Their annual training allowances are to be increased to some £30 to £55 above those for other student nurses—who got *their* increases in September.

This is the decision of the nurses' and midwives' section of the National Joint Council for health service employees. It was based on "special conditions prevailing in the mental field."

They will also get student nurses' dependants' allowances of 10s. a week for an adult and 5s. for one child only, and free meals on duty if non-resident. A no-detriment clause will protect the conditions of existing students where they are more advantageous than the Council's new scheme.

The training allowances for both sexes are:

For all those recruited on or after January 1, 1949—first year £230; second year £240, plus £20 cash proficiency allowance payable at the end of the year of training, if the preliminary examination has been passed, or, later, on passing that examination if still in the service of the same authority; and third year £255, plus £30 cash proficiency allowance at the end of the year if the final examination has been passed, or, later, on passing that examination if still in the service of the same authority.

For those recruited before January 1, 1949 (the increases will apply from September 1, 1948)—the first year £130; second year £140; and third year £155—all plus emoluments, valued at £100 a year, if resident, or a living-out allowance of the same amount if non-resident, together with cash proficiency allowances as described above.

These rates have been accepted by the staff side on the understanding that a special committee of the Council will be set up to consider working conditions in mental hospitals and recommend measures to secure student nurse status as soon as possible. The management side has agreed to take all measures in its power to give effect to recommendations adopted.

You Helped These—Through the B. & O. Fund

TO the average NALGO member, the Benevolent and Orphan Fund is probably little more than a body selling Christmas cards or whose name branch dances, whist drives and raffles are held. He buys the cards, enjoys the dances, and gives a few pench each month as a matter of course, or for the sake of a quiet life. But he rarely wonders what happens to the money. Those who do wonder—and take the trouble to find out—are surprised at the wide scope of the Fund and the variety of circumstances which it meets and helps. Here are some examples, taken from the 650 on its books to-day, which show how literally it is fulfilling its aim—declared nearly forty years ago—of alleviating distress among members and their dependants:

Mrs. A, the wife of a member, developed a serious illness, with the result that she had to spend the greater part of two years in hospital, and her husband incurred debts totalling £120. His branch appealed to the B. & O. Fund, which made a grant enabling Mr. A to make a fresh start, free of debt, and sent both of them to the Association's convalescent home at Bournemouth for a rest and change.

Schooling for Ex-Captain's Son

An assistant sanitary inspector and building surveyor became a captain in the Royal Navy during the war, but was killed in 1944, when his ship was torpedoed, leaving a widow and two children. The widow was fatally burned in 1946. The children, a boy of 15 and a girl of 6, were adopted by an aunt. The boy is a boarder at the Royal Merchant Navy School, and the B. & O. Fund provides him with pocket money, makes a weekly grant to the aunt who is keeping his sister, and pays school fees.

Mrs. Y, now aged 81, lost her husband in 1937 and was left with an old age pension of 10s. a week and £80 insurance money. Later, the pension was increased to 26s., but after paying her rent she had insufficient to live on. Recently, a serious injury to her hip confined her to bed and she is paying two guineas a week for board and attention in a private house. The Fund is helping her to pass the rest of her days without financial worry.

Miss X, a city treasurer's clerk, who had suffered from infantile paralysis since infancy, used to travel in her colleagues' cars, but when she retired at 65 felt she would like an electrically-propelled invalid chair so that she could move around independently. The Fund bought it for her. Similarly, it bought an invalid chair for Mrs. Z, who developed a nervous complaint disabling her legs. Both chairs will eventually be returned to the Fund for use by others who may need them.

Relief for Sick Couple

Mr. F was compelled to retire at 50 with a chronic and incurable illness. He had to support his wife and one of six children still at school on a superannuation allowance of 37s. 6d. a week, supplemented by contributions from the other children. His wife, when on the verge of a breakdown after the strain of nursing him day and night, herself developed a duodenal ulcer—then the Fund came to the rescue, with a grant to enable Mr. F to spend a month in a nursing home, thus giving his wife a chance to recuperate.

Mr. C is a clerk to an electricity undertaking. His wife was admitted to a sanatorium with lung infection three months before her baby was born and needed treatment for several months afterwards. Mr. C found that he could have the baby looked after in a nursery at a fee of £3 3s. a week, but was unable to afford this until the Fund came to the rescue. Now his wife is well again and able to care for the baby herself.

Miss G, aged twenty-three and a victim of unhappy home circumstances, suffered a nervous breakdown, necessitating hospital treatment. When she failed to improve, she sought the advice of a Harley Street psychologist, but could not afford his fees of two guineas a visit, plus fares—until the Fund made a contribution to the cost.

The B. & O. Fund also has a holiday scheme which gave holidays this year to three hundred members and their dependants; and at the end of this month it will distribute more than £1,000 in Christmas gifts.

Assistant Nurses' Roll Closing Down

PERSONS holding intermediate qualifications must apply before January 1 for admission to the Roll of Assistant Nurses, set up under the Nurses Act, 1943, if their applications are to be considered.

After that date, no applications will be accepted except from those who have undergone two years' training as pupil assistant nurses in an approved training school and have passed the test laid down by the General Nursing Council.

Assistant nurses with intermediate qualifications have been defined as:

Those who have completed, *since March 17, 1943*, not less than two years' whole time training or experience in the nursing of the sick under the supervision of trained nursing staff in a hospital or institution, of which not less than one year shall have been spent in the employment of one hospital or institution or in one or more hospitals or institutions under one authority; or

Those who, *since March 17, 1943, and before January 1, 1947*, have become state certified midwives and have had not less than two years and six months' whole time training in the nursing of the sick under the supervision of trained nursing staff in a hospital or institution.

Persons eligible are advised to be sure to seek enrolment in good time, since Section 6 of the 1943 Act restricts the use of the title "nurse" to those holding certain qualifications of which that of assistant nurse is one. Omission to enrol might therefore result in loss of title.

Further information and forms of application may be obtained from the Registrar, General Nursing Council for England and Wales, 23, Portland Place, London, W.1. An enrolment fee of a guinea should accompany the completed application form.

Promotion Examination Bar Relaxed for One More Year

UP to December 31, 1949, local authorities may promote officers in the General Division who have not passed the promotion examination or secured an alternative qualification. In exercising this discretion, however, they must give preference to qualified officers; and the appointments of officers promoted without qualifications should not be regarded as substantive and should be subject to periodic review.

This is the effect of an important decision of the National Joint Council for the local government service, reached at its meeting in London on October 26. The decision was given in response to representations by some provincial councils and local authorities that:

1. It was impracticable at present to implement in full paragraph 28 of the Charter (which prescribes that a General Division officer shall not be eligible for promotion unless he has passed the promotion examination or secured a recognised qualification); and
2. Intermediate examinations should be recognised as alternative qualifications and not only final examinations, as has been stipulated by the National Joint Council.

In addition, many local authorities had supported a resolution of the Library Association urging that that Association's registration examination should be accepted as a qualification for promotion within the library service.

N.J.C. Explains Its Policy

In reply to these representations, the National Council decided to circulate to local authorities an explanation of how its decisions about the promotion examination and its policy in regard to examinations generally fit into its long-term policy for securing a better qualified service. This explanation has now been sent to secretaries of provincial councils. After pointing out that the setting up of the Local Government Examinations Board has seen considerable progress towards the attainment of the Council's objectives, it says:

"A first list of examinations recognised for promotion purposes has been approved and published and a promotion examination has just been held. In addition, the National Council has provided for the exercise of a dispensation from the promotion examination in favour of those officers who were in the service of a local authority on April 1, 1946, and who had on or before that date completed fifteen years' continuous local government service and had attained the age of thirty-five years.

"Even with these steps completed, the National Council recognises that the stage has not yet been reached where the provisions of the scheme in regard to promotion can be applied without exception. The number of vacancies in the higher grades will, for some time longer, continue to be in excess of the number of candidates who are qualified either by the passing of the promotion examination or the possession of a recognised alternative qualification. The service also is still faced with the problem of those officers whose progress towards qualification was interrupted by the war and also those whose training will, in the future, be interrupted by military service.

Unqualified May be Promoted

"The National Council accepts the conclusion that in these circumstances it is not yet possible to apply completely the provisions of paragraph 28 of the Scheme, and recognises that local authorities must for a limited period—up to December 31, 1949—exercise a degree of discretion in the application of the paragraph.

"The National Council, however, attaches the greatest importance to the maintenance of the principle embodied in the scheme—the principle of qualification for promotion—under which there is differentiation between those officers who secure qualification and those who do not. In exercising the discretion proposed above, therefore, local authorities must give preference to those who possess the requisite examination qualifications.

"As an exceptional and temporary measure, promotion need not be withheld from officers who otherwise merit promotion but have not yet obtained one of the recognised qualifications; but officers promoted under this exceptional procedure cannot be regarded as holding substantive appointments, and their cases will be subject to periodic review by the authority.

"Whilst thus recognising the difficulties, the National Council nevertheless takes this opportunity of reaffirming the policy set out in the paragraph, and asks for the co-operation of both local authorities and staffs in securing at the earliest possible moment the better qualified service which is the main objective of the national scheme."

Other matters before the National Joint Council at the October meeting included:

Grading Anomalies.—The proposals of the staff side designed to remove the anomalies created by the award of the National Arbitration Tribunal on bonus consolidation—which made the maximum of Miscellaneous Division Grade I lower than that of the General Division; the maximum of Miscellaneous Grade II lower than that of Clerical Division (M); and the maximum of A.P.T. I lower than that of Clerical Division (M)—were not accepted by the employers, and no satisfactory agreement could be reached. The matter will, therefore, be further pursued by the staff side.

Officers Temporarily Undertaking Additional Duties.—It was agreed that if an officer is carrying out the duties of a superior on leave or ill for a lengthy period there is nothing to prevent his employing authority, if it wishes, paying him a fixed sum or honorarium, the amount of which would depend upon the circumstances of each case. This does not conflict with the Council's decision of October 23, 1947, that "an officer who is called upon, by reason of illness or leave of other officers, to perform duties outside the scope of the post he occupies is not entitled to additional remuneration." In that resolution, the Council agreed, the words "additional remuneration" relate to the scale salary for the post of the officer whose duties were taken over, and do not refer to the payment of a fixed sum or honorarium in the circumstances now contemplated.

Relaxation of Medical Examination.—At its meeting on December 17, 1947, the National Joint Council reaffirmed its previous decision that the provincial councils should be asked to recommend local authorities to give "sympathetic consideration" to applications for appointment from ex-servicemen who, as a result of war service, were not up to normal health standards for superannuation purposes. It has recently been asked to extend this recommendation to civilians whose unfitness was due to enemy action, but decided to leave the matter to the discretion of local authorities.

Right of Appeal.—The Council resolved that "an officer accepting a post after advertisement has no right to appeal against the original grading of that post, provided that the post was advertised at (*a*) the grade determined originally by the employing authority, or (*b*) in the event of such grade being altered on appeal, at the grade so determined on appeal."

Annual Leave.—It was reported that a local authority had decided that where an officer left the service before March 31 in any year, and had already received more holiday than he was entitled to under the Charter, he should have an amount based on the number of days excess holiday received deducted from his salary. The Council decided to inform the authority that there should be no adjustment of salary in such circumstances.

C.C.A. and Library Exam

THE executive committee of the County Councils' Association decided on October 27 to inform the Local Government Examinations Board that, in its opinion, the registration examination and associateship of the Library Association was "evidence of a degree of educational attainment at least as high as that required either for the promotion examination . . . or for examinations recognised . . . as conferring exemption therefrom." It was also decided to inform the Association of Municipal Corporations and the Urban District Councils Association of the resolution, and to draw the attention to it of the C.C.A. representatives on the National Joint Council.

EDUCATION NOTES

£420 in Scholarships for Students : Summer School in Holland

TO encourage the study of public administration, NALGO is again offering fourteen £30 scholarships. The money must be used to prepare for a degree or diploma involving the study of government and the social sciences.

Scholarships will be awarded to candidates submitting the best essays on one of four subjects:

Local government in 2000 A.D.;
Promotion problems in either the local government, electricity, gas, or health services;
The developing functions of local government; or
The rôle of the consumer in the administration of nationalised services.

Essays, which must not exceed 2,000 words, must reach Headquarters, 1, York Gate, Regent's Park, London, N.W.1, by March 31.

As a special concession this year, essays will be considered from candidates who have already begun a course for a degree or diploma. In future, however, preference will be given to those who have not begun work but who would be enabled and encouraged to do so by an award.

A panel of assessors will judge the essays. Selected candidates may be invited to attend for interview.

Rules drawn up to govern the scheme include provisions that:

Candidates must have been members of the Association since March 3, 1946, or since the date they became eligible for membership.

They should submit completed application form (copies from Headquarters) as soon as possible. They should be sure to ask whether the examination in respect of which they seek an award is within the terms of the scheme.

Awards will be made only to candidates whose essays in the opinion of the National Executive Council reach a sufficiently high standard.

The Association reserves the right to publish or otherwise reproduce essays in whatever form it may deem necessary or advisable.

The award will generally be made in two parts: £15 on beginning studies, and £15 on preparing for the second part of the diploma or other final examination. Candidates to whom scholarships are awarded will be required to submit evidence of admission to a course of study and to report progress at the conclusion of each academic year.

Two English Schools . . .

Students recalling the popularity of the Association's summer school in Oxford last July will wish to secure their places at the 1949 school at Oriel College from July 2—9. This they can do at once, if they wish. The fee will be about £6. There will be room for 70 men and 20 women.

Arrangements for the second school, which will study current administrative problems, have not proceeded as speedily as had been hoped. Readers will, however, be kept informed of developments.

. . . And One in Holland

How many students are willing to support a summer school in Holland next year? Those who are, are invited to write to the education officer at Headquarters. The education committee has received a number of promising suggestions for such a school from the Dutch Institute of Administrative Sciences, but, before committing itself, wants to sound members' views.

The provisional date given is May 21—28, and there is no doubt that such a venture would be instructive, refreshing, and comfortable. It is

expected to cost from £15 to £20 (travelling from London) inclusive of pocket money and all other expenses. Members interested should write to Headquarters. A minimum of 60 students is required.

Child Welfare Course

To help local government officers to qualify as children's officers, Liverpool University is running a two-year course in child welfare. It is intended mainly for school welfare and juvenile employment officers, school nurses, and other workers with children. At the conclusion of the course a certificate of satisfactory attendance and work is awarded. The syllabus includes: the child—his development, social environment, and difficulties; social legislation and administration; and school welfare work. The Liverpool area education committee is to be congratulated on its part in the establishment of the course, which has evidently met a sorely felt need: more than 70 applied for 35 places. Further details from Headquarters.

Study Grants Analysis

An analysis of the grants made to students of last year's summer school at Oxford suggests that NALGO is more responsive than the bulk of local authorities to the need for post-entry training.

The analysis reveals that of 110 students, 61 received grants. Of those, 55 were given by NALGO (area education committees 15, district committees 6, and branches 34) and only six by local authorities. One local authority, however, paid the fare of a student holding a NALGO grant.

Local authorities were more generous with leave: 41 students got full leave with pay, two got a few days' leave with pay, one got leave without pay—but 54 had to take part of their annual leave to attend the school.

I.P.A. Programme

The Institute of Public Administration is running a series of lectures at King's College, Strand. Lecturers include R. A. BUTLER, M.P., on "The Future of Local Government," Sir FRANK TRIBE on "Efficiency in the Public Services," and W. D. B. Brown on "Personnel Administration." Details from the I.P.A., 18, Ashley Place, S.W.1.

Post-Entry P.R.

A new approach to post-entry training is being considered by the South-Western area education committee.

The committee takes the view that public services to-day must be more than efficient; they must, it claims, also be acceptable to the public. Government departments have realised this and begun training in public relations. If local government does not follow suit the committee fears that it may find that, although national public services are accepted, local public services are not.

The essence of any scheme must be to ensure that officers have the right attitude to the public; that they are not only competent, but also aware of the contribution the service as a whole can make to the welfare and good government of the community. It follows that the new entrant should be aware of the wider sphere within which he is working; that *esprit de corps* must be encouraged; that training must be directed to future as well as present duties; and that a sense of urgency and a capacity for precision must be cultivated.

The application of this theory will depend on the size of the authority, but the following practical steps are suggested:

Someone should be made responsible for the systematic training of each new entrant—welcoming and helping him to settle in; providing him with a booklet on the place of local government in the community and the tradition of public service; and explaining to him the work both of his own and other departments. As an antidote to "departmentalism," consideration should be given to ensuring that he has experience of as many departments as possible in the early days. He should have the opportunity occasionally to witness the completion of the operation in which he has played a part. For instance, officers whose duty it is to prepare data for committees should sometimes attend a meeting at which such data is considered.

The area education committee is certainly working on the right lines. We hope soon to hear something of its achievements.

NALGO Will Represent £1,000-a-Year "Undesignated" Officers

THE Association's claim to seats on the new Joint Negotiating Committee for Chief Officers of Local Authorities has been met. It will have two seats—to represent "undesignated" officers getting more than £1,000 a year.

The Association's service conditions committee has appointed the President, P. H. HARROLD, and General Secretary, J. H. WARREN, to fill the seats and, in their absence, the senior Vice-President, E. A. S. YOUNG, and Deputy General Secretary, HADEN CORSER.

The new committee will not negotiate for county clerks (for whom there will be no joint machinery) nor for town or district council clerks (who will have their own machine). With these exceptions, the new committee will cover the following whole-time local authority officers:

These chief officers—accountants and treasurers, engineers and surveyors, chief education officers, and architects; and

Other officers, irrespective of designation, whose salaries exceed £1,000 a year, inclusive of cost of living bonus, but exclusive of London weighting.

Whole-time officers are defined as those who, in relation to any local authority, devote substantially the whole of their time to their employment.

How The Committee Will Work

The Committee's draft constitution includes provisions to the following effect:

Representation—the committee will consist of twenty-eight members appointed as follows:—

(a) Representing authorities—C.C.A. and A.M.C., four each; U.D.C.s and R.D.C.s Associations and the Association of Education Committees, two each; and the Metropolitan Boroughs Standing Joint Committee, one.

(b) Representing officers—Association of Local Government Financial Officers and Institution of Local Government Engineers and Surveyors, three each; NALGO, Association of Education Officers, and Standing Joint Committee of the County Architects Society and the Society of City and Borough Architects, two each; and the Society of Clerks of the Peace of Counties and of Clerks of County Councils, the Society of Town Clerks, the Society of Clerks of U.D.C.s, and the Local Government Clerks' Association one between them, to be appointed jointly to represent deputy clerks.

Retirement of members—the original members of the Committee shall remain in office until March 31, 1949, and thereafter the members of the Committee shall retire on March 31 in each year and shall be eligible for reappointment, provided that they continue in office as members of the organisation by which they were appointed.

Function—The Committee shall consider from time to time the salary scales and general conditions of service of the officers it covers and make recommendations to local authorities by which such officers are employed.

Provided that, in the discharge of this function, the Committee may differentiate as regards salary scales, in such a manner as it may think fit between chief officers in the same category employed by the several types of local authorities concerned and also between such officers when employed by local authorities of the same type.

Provided also that, in considering general conditions of service, the Committee shall have regard to the general conditions of service now or hereafter recommended by the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services.

Sub-Committees—The Committee may appoint from its own members such sub-committees as it considers necessary.

Meetings—The Committee shall meet as often as necessary, and the chairman shall call a special meeting if so requested by not less than one third of the total number of members on either side of the Committee.

Voting—No resolution shall be regarded as carried unless approved by a majority present on each side of the Committee or sub-committee.

Finance—Expenses, including the cost of any necessary travelling or subsistence, shall be shared equally by the two sides of the Committee and each equal share shall be borne by the organisations concerned in proportion to their representation on their side of the Committee.

Other matters considered by the service conditions committee included:

Education—Referred to NALGO's staff side representative on the local government N.J.C. were:

An **East Sussex** plea that any new arrangement to replace the present scheme of monetary grant for recognising success in examination (Charter para., 29) be qualified by a "no detriment" clause to protect those who had already begun to study before such new arrangement took effect; and

A **Wimbledon** resolution urging the N.J.C. to reconsider its first list of alternatives to the Promotion examination and to include in that list certain intermediate examinations of a standard equal to or higher than the Promotion examination, especially those of British universities.

New Housing Managers—Equality of rights for men has at last been conceded by the Society of Women Housing Managers. In 1945, the Association's attention was drawn to the increasing number of occasions on which local authorities appointing housing property managers had stipulated that applicants should hold the certificate of the Society of Women Housing Managers—for which courses of study were closed to men. Representations were made to the Society, which has now admitted men to training and membership and has changed its title to "Society of Housing Managers."

Joint Secretariat—No further action has yet been taken to set up a joint secretariat for three of the four Metropolitan local government district joint councils—Middlesex, London, and North Metropolitan. The South Metropolitan Council has declined to participate. The decision to proceed with the scheme for the three acquiescent councils is left with the chairman and vice-chairman of the service conditions committee and the general secretary.

Electricity N.J.C.—L. PALMER, **Portsmouth**, and W. CECIL WOOD, North-Western District Officer, fill seats on the N.J.C. for electricity staffs vacated by Messrs. Heptinstall and Sharpe.

Welfare of Electricity Staffs—The general secretary has been authorised to sign the agreement, when settled, for the establishment of a National Joint Advisory Council to promote measures for the safety, health, and welfare of electricity staffs and for improvements in the efficiency of the board's services.

The Council would be concerned with manual as well as non-manual staffs. There would be similar councils at district level and provision for joint consultation in offices and workshops.

NALGO will have two seats at national level.

Equal Pay—The Association agrees to an effort being made at the appropriate time to secure the support of the political parties for the principle of equal pay. Its view was recently sought by the Joint Committee of Professional Organisations on Equal Pay.

LOCAL GOVERNMENT EXAMINATIONS BOARD

Promotion Examination, 1949

The examination will begin on Monday, April 25, 1949.

Applications to sit, which must be made on the prescribed form obtainable from the Board's offices, must be received by the Secretary not later than January 31, 1949.

Entry fee two guineas.

37 Upper Grosvenor Street, London, W.1.

READERS' FORUM

Utility Members Call for Direct Representation on the N.E.C.

I AM often asked whether I think NALGO virile enough to meet all its new tasks. That the Association is approaching a severe testing time is apparent to most members; that it will finally overcome its difficulties and emerge stronger and more confident is a wish common to us all. But what of the dangers that threaten, the new forces that, unless calculated and acted upon, can make havoc of all our hopes?

NALGO came into being in conditions far different from and much more static than those of to-day. Safely rooted in a local government which promised to endure for all time, it grew slowly, in harmony with the slow evolution of events.

All that has now gone. The war has left local government in such a turmoil of change, disintegration, and secession that no one to-day would care to forecast the face of our Association five years ahead. The Government has nationalised coal, electricity, gas, and transport, and in so doing has presented NALGO with a pretty problem of adaptation. It has had to do some deep thinking on how to retain its old membership and, at the same time, take in the staffs of what was formerly private industry.

The danger is that NALGO, confronted with the need to change may, in its reluctance, change too little and too late. It may cling to the past, because the past was understandable and encouraging, and shy at the challenge of the future. The embryo groups of staffs in gas and electricity are busy formulating their demands and, because they are young, vigorous, and impetuous there is always the danger that the traditionalists may be reluctant to listen to them any more than politeness demands.

It is true that plans are already laid for a new district committee structure on a more or less federal basis with gas, electricity, transport, and local government having their separate representations, and this is all to the good. Now that the practical daily tasks of gas, electricity, transport, and local government are more and more diverging, it would be wrong to cling to the old régime. If we did, we would have each section arguing its domestic problems in turn to the more or less complete boredom of the others.

But when we come to the national level there is a change of atmosphere. At the Bournemouth Conference, a motion was put for special representation of electricity staffs on the N.E.C. This did not get the consideration it deserved. Some seemed to see in it a deadly attempt to undermine the stability of the Association—although a moment's thought must have convinced them that if the Northmet people wanted to prise open the Association, they would not go about it by asking for direct representation at the centre; they would rather try to shut themselves off from all other NALGO sections.

The suggestion of a federally-elected N.E.C. does not mean the end of the world. It is argued that, at present, the N.E.C. gets the best men regardless of their origin. But I refuse to believe that a town clerk, a city treasurer, or an establishment officer, of whatever degrees of excellence, can possibly understand the problems of gas as can a member from the gas industry. And it is essential that in the N.E.C. the voice of any section should be heard directly and unadulterated. In the long run, it will be impossible to accept less. The N.E.C. may be a most worthy body of well-meaning men and women—though I believe that it is overweighted with principal officers—but because of NALGO's past it cannot help but be enveloped in an aura of local government problems and pre-occupations. A new method is needed.

Sectional representation is, I believe, the answer to the threat of "splintering." If the new sections wanted to break away, it would not be logical for them to ask for separate representation. That this demand is resented in some quarters of our Association points to the fact that some of NALGO's most important officers have not yet agreed that the organisation must change to a new basis if it is to survive.

If, in the next few years, the N.E.C. is not reconstructed on some sort of a federal basis, the danger of a break-up will be increased. I do not see how the gas, electricity, and transport staffs will always be satisfied with a form of election to NALGO's highest body that does not ensure them representation. To-day, there is, I believe, only one gas man on the N.E.C. The most sensible way to cement all these sections together is to link them at the centre—the N.E.C. To those who might contend that the N.E.C. would thereby be transformed into an arena of conflicting sectional obsessions, I would reply that it need not be so if men and women are put there with a vision wide enough to appreciate the problems which transcend those of only sectional significance.

Letters for the January Journal must reach the Editor, 1, York Gate, Regent's Park, London, N.W.1., by December 13. They should be written or typed on one side of the paper only, and must be accompanied by the name and address of the writer. The Editor reserves the right to condense letters for reasons of space.

There is a generous measure of autonomy allowed in the new sections for gas staffs. To a large extent, gas people now have their affairs in their own hands. NALGO's representatives on the Joint Councils are selected from those whose conditions of service come within the Councils' purview. This is all to the good. But to insist at the same time that at the national level the old structure must be maintained at all costs is absurd.

It may be said that gas staffs can make any requests to the N.E.C. through their national consultative committee—but there can be no permanent satisfaction in that. The gas staffs, and I suppose the electricity staffs, don't want to request, they want to be there, on the N.E.C., helping to make the decisions which will guide NALGO in the difficult years ahead.

The trend to-day calls for a bold policy. The sections into which NALGO is going to be divided must be treated as equals. There must not be any suspicion that the local government section, because it has fathered the others, is to be treated preferentially. To achieve a reasonable stability, the N.E.C. must reflect faithfully the composite nature of the Association.

I hope that at next year's Conference this issue will be faced realistically. I think it will.

Gas Department, TOM FERNLEY.
Town Hall, Manchester.

ELECTRICITY NATIONALISATION

"Cocktails and Cars"

I AGREE with C. R. GIBSON'S criticism of expenditure by the electricity regional boards, in his letter in the October journal. If nationalisation is to be efficient and successful, strict control is essential.

Apart from the numerous cocktail gatherings to which he referred, there seems also to be a spate of other meetings which result in executives being away from their major responsibilities and consequently not available to give decisions to lower executives, who in turn are forced to hold up the work of their particular departments.

The allocation of motor cars purchased out of public funds also invites inquiry and control. It has an adverse effect on the staff, and I suggest that more use should be made of the pool system; and the practice of allowing cars bought with public funds to be used as family cars should cease. Let Lord Citrine see to it that area boards and division require a certificate of justification and so prevent this abuse.

ELECTRON.

CHARTER ANOMALIES

What is Being Done?

IS NALGO aware of the discontent prevalent amongst officers in the Miscellaneous Divisions caused by the recent arbitration award, which created a dissimilarity between the maximum salaries of the General Division and Grade I of the Miscellaneous Division?

In September, you reported that this anomaly was before the National Joint Council on July 8, that the employers required more time to examine the staff side proposals, and that they would come before the executive committee on September 15. Since then you have not mentioned the discussions.

This is very disappointing to those concerned, who consider that the matter is not being given the consideration it deserves. Can you publish a full report of the negotiations and assure the officers concerned that their interests are being properly looked after and that the staff side are doing their best to correct this glaring anomaly?

Plymouth. F. G. JONES.

NALGO is well aware of the anomaly, and the staff side has pressed for its removal at every meeting of the N.J.C. since the award was given. But—as is reported on page 248—the employers have so far refused to agree, arguing that officers in the Miscellaneous Division do not enter the service as juniors, nor possess the requisite educational qualifications, and that there is therefore no case for an increase in their salary range. NALGO knows that these arguments are fallacious and is gathering the information with which to refute them; and the staff side intends to press the claim vigorously.

Incorrect Grading

ALTHOUGH it is now nearly three years since national scales of salaries were adopted, we are still far from having attained uniformity in their application, and there are many instances of incorrect application.

Appointments which should be clerical are being made in the lower A.P.T. grades. Many of the anomalies resulting from the arbitration award were due to the grading in Grades A.P.T. I and II of appointments which should have been graded in the Higher Clerical Division.

Another method of grading which seems to contravene the spirit, if not the letter, of the Charter, is plural grading—the practice of grading a post in more than one grade, for example: "Salary in accordance with grades A.P.T. II and III—£420 to £495." I have seen this method extended to cover even three grades. It amounts to a tacit admission by the employing authority that, although the appointment merits the higher grade, it is trying to delay having to pay that grade as long as possible.

A recent advertisement for three appointments, which I think should probably be graded in the Clerical or Higher Clerical divisions, offers salaries in accordance with grades M.D. II and A.P.T. I of the National Scales—£375 to £435. This is an outstanding example of both incorrect application of scales and of delayed action by plural grading. I would urge that the offending authorities should be approached and action taken through the N.J.C. to prevent such flagrant misuse of the scales and establish the principle of one job one grade.

28, Whitley Road, R. GARWOOD.
Heaton Moor, Stockport.

"Cut Age of Maximum to 25!"

I was glad to see in the Conference number of "L.G.S." that a move is to be made to lower the age at which the maximum salary in the General Division is reached. The linking of salary with age has always baffled me. To attain the maximum in the General Division one has only to grow old—then, as a reward for having lived for so long on so little, the dazzling prize of £385 is obtained.

This, understandably enough, is "just the job" for the less ambitious of us between 20 and 30. Whether or not we have ability counts, it seems, for naught. The only test is age. The slightly more ambitious might perhaps take a job as a labourer, at about £260 a year, until the age of 24, and then "have a bash" at local government service to earn the princely sum of £271. For the most ambitious, a job as a "barrow-boy" would be more lucrative until 32, and then the stability and permanence of a local government position could be sought with the salary of £385 as the bait.

Unless the General Division maximum can be reached at an earlier age, 25 for preference, local government will not attract the type of youth it needs in its ranks. They will rather be messengers

and labourers until they are 30, when, by reason of their age alone, they will be able to command a living salary in local government.

Can anyone tell me how to age overnight?

"ONE JUST TWENTY-TWO."

WAGE CLAIMS

Do Others Fare Better?

I AM at a disadvantage, as a mere individual lacking your resources, in replying to your challenge to say where unqualified people can obtain salaries comparable to those paid in local government for similar work, in similar conditions—though acceptance of the challenge was implicit in my letter published in the November Journal. It is clearly difficult to find "comparable salaries for similar work in similar conditions," as there can be no exact comparison with local government—and I suspect the phrase to be question-begging, anyway! Is it not more a question of what the L.G.O would have turned to in his youth had he been gifted with prevision of his struggles in middle age to change to something more lucrative?

If, however, banks and insurance companies are the nearest comparisons, then their staffs go straight up on their scales to salaries which are offered by some local authorities to fully-qualified L.G.O.s. On November 5, for example, two advertisements offer Grade IV (£480-£525) for a fully-qualified surveyor and a qualified engineer. In the February Journal you showed the salary scales of banks, building societies, and insurance companies all either equal to (as near as makes no matter) or surpassing Grade IV salaries on their ordinary scales. Some insurance companies go to well over £600!

Private industry does not publish exhaustive statistics, but the average individual cannot but be struck by the upswing of pay in all sorts of industrial and commercial firms (who are prevented by E.P.T. from paying their shareholders too much, anyway). And, as Mr. Shuter pointed out in the November Journal, the various public boards are offering higher salaries for equivalent qualifications.

Middlesex C.C. T. J. ARROWSMITH.

An Insurance Example

FROM time to time, privately and publicly, local government officers are told that their salaries under the Charter compare favourably with those paid to employees of insurance companies and other concerns, and I believe that this was one of the main factors influencing the National Arbitration Tribunal when it considered the Association's bonus claim.

In these circumstances, it is interesting to read, in a newspaper report of November 9, that more than 50 senior employees of the Royal Liver Friendly Society are to receive pay increases of from 10s. to £1 a week under an award of the National Arbitration Tribunal, their new rates, exclusive of war bonus, being £702—£802 for heads of major departments, £595 10s.—£695 10s. for heads of other departments, £589—£664 for first clerks, and £482 10s.—£557 10s. for second clerks.

From this is would appear that salaries paid to local government officers are far below those given to employees of insurance companies, banks, and the civil service.

Public Health Dept. E. P. ROBERTS.
Liverpool.

WATER COMPANY STAFFS

What is Happening?

MEMBERS of the Sunderland & South Shields Water Company branch, at their third annual meeting, expressed disapproval of what they consider to be a grievous omission from the article on NALGO organisation in the November journal. The article described the organisation, established or in process of establishment for members in local government, electricity, gas, health, and transport—but made no mention of water. Are those employed by water undertakings not an integral part of NALGO's 180,000 members?

Each month, "L.G.S." reports the progress made in the formation of National Joint Councils and special committees for the local government, electricity, gas, health and transport services, but no news has been given of similar progress for water undertakings. My branch is concerned whether adequate preparations are being made to create the necessary negotiating machinery to meet the problems which will arise in the event of the nationalisation of the industry or the formation of joint water areas.

In a circular letter dated July 21, the general secretary said that one of the Association's most urgent aims was to try to recruit more members from water undertakings. In view of this, my branch regards it as deplorable that the author of your article omitted to mention our existence, and considers that this omission may cause irreparable damage to the recruitment drive.

G. C. O. WATSON,
Hon. Secretary.
Sunderland & South Shields
Water Company branch.

When the article was written there was little to report. But we can now disclose that preliminary talks about national negotiating machinery for company-owned water undertakings began with the secretary of the British Waterworks Association on November 22, and we hope soon to announce fruitful results.

WHITLEY COUNCIL PROCEDURE

A Lead to Local Authorities

THE following resolution was adopted by the Finchley borough council on the recommendation of the council and staff joint committee, at its meeting on October 25, 1948.

"That the council, while reserving the right to formulate in broad principles their policy on any matter which may come before a Whitley council for discussion, recognise that their representative serving on a Whitley council is free to negotiate on their behalf, and to vote at his discretion."

I hope this may encourage branches to persuade their authorities to pass a similar resolution.

S. VERNON FRENCH.
Finchley and District Branch.

PROMOTION EXAMINATION

Questions "Downright" Crazy

I HAVE just read the questions set in the promotion examination, and must conclude that they were devised by "Beachcomber" or the editor of "Punch"—although they are not so much humorous as downright crazy.

If I studied diligently, I feel sure I could eventually pass an examination based on these questions, but I am equally confident that my work would deteriorate as a result. It is time NALGO came down to earth. Let us forget education, examinations, public relations, etc., and fight for one thing and one only—good wages for good work. Away with these moth-eaten professors and their footling questions!

It does not seem fair, nor sensible, that a young man's future should depend upon his ability to describe the characters of Bottom and Becky Sharp or civil service conditions in 1850. I never did like Queen Victoria; besides, she's dead, I believe.

ERNEST MOGG.
Borough Treasurer's Office.
Hastings.

Authorities Not Fulfilling Obligations

I have passed the promotion examination but am bitterly disappointed at its apparent worthlessness. During the past three months, I have applied for more than a dozen positions, Clerical and Higher Clerical grades, on various councils and boards. I have been granted one interview only and then had to withdraw because of housing difficulties.

Members of establishment committees and chief officers do not, I feel, realise the scope of the studies needed to pass this examination, and I suggest they should peruse the papers set and try themselves to answer the questions put to the General Division. Obviously, too, many authorities are not carrying out their obligations with regard to filling vacancies. I was informed at my one interview that officers of the General Division, irrespective of length of service, were being promoted without passing the examination. I appeal to NALGO to put forward the claims of successful candidates.

My advice to intending students is—do not waste your time on the promotion examination; take a recognised professional examination. Intermediates will soon be recognised (watch the advertisements for appointments) and the guinea-pigs of the first promotion examination will be forgotten and shelved.

Surely some financial recognition should be given for the effort made, money spent and knowledge gained, otherwise the examination will become a farce.

"RAW RECRUIT."

NALGO AND COMMUNISTS

"Should Disown Them"

IN the September journal you published the N.E.C. reply to a branch reporting that its local authority appeared to be contemplating action against a member who was a Communist—the reply being to the effect that NALGO must resist any attempt to penalise a member for his political views. Whilst I applaud safeguarding the individual's right to freedom of speech, I deplore the N.E.C. policy.

Members of the Communist party are abusing the right of free speech to the extent of subversive activities against the State, and are becoming the mouthpiece of foreign propaganda. The views they would have us swallow are not their views, but are the doctrines of a foreign power.

I believe that the majority of NALGO members will agree with me when I say that NALGO should disown Communists without apology. Should a local authority take action against a member of NALGO for Communistic activities, I hope that our Association will have the courage to support it in its endeavours to rid local government of these pestiferous individuals. The time is not far off when drastic action will have to be taken if democracy is to survive.

47, Woodhill Road, H. EVANS.
Bury, Lancs.

"LOCAL COUNCILS AND THE CITIZEN"

School Health Service Included

I APPRECIATE the brief review of my book "Local Councils and the Citizen" which appears in your November number, and therefore I hope you will not think me unduly carping if I point out that your reviewer is mistaken when he states that the only significant omission he could find was the school health service. This is dealt with under "Children's Welfare," on page 143. I plead guilty, however, to leaving it out of the index, except for the words "Children's Welfare."

11, Gwynne House, R. SIMON
Turner Street, E.1.

THOSE CHRISTMAS CARDS

Religious Subjects—

IF it is a necessary function of a trade union to supply its members with Christmas cards, then the remarks of "Catholic" last month deserve serious consideration. Inevitably, in any association such as NALGO, some will not (as "Catholic" does) owe allegiance to the Son of God, and will have no interest in a Christmas card with a Christian setting, but there are also many others who, with "Catholic," would welcome positive evidence of the fact that even in Christmas cards, the Christ has not been left out of "Christmas."

42, Edgar Street, F. CARLESS.
Pitsmoor, Sheffield, 4

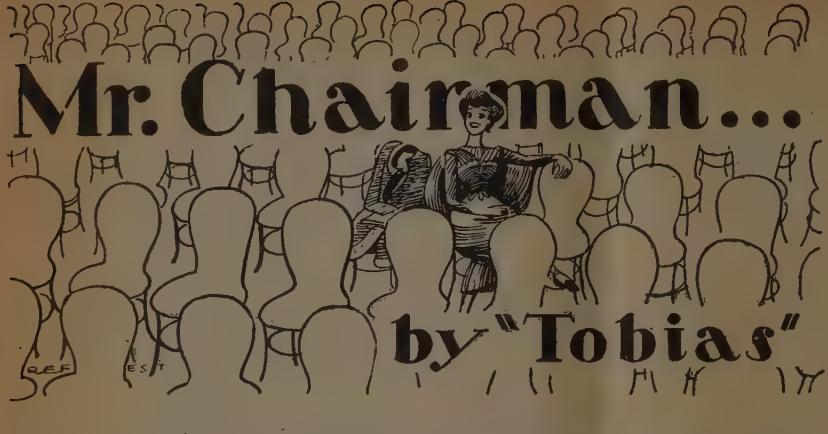
—or Secular?

AS a member of the Anglican communion, I fail to see how the choice of a Christmas card can in any way reflect upon a person's religious feelings. If "Catholic" were to condemn the present-day methods of observing Christmas, then I would be in complete agreement, but to protest against the mere choice of a card is, I think, avoiding the major issue.

NALGO's choice has catered for all denominations; and I believe that any card which portrays natural beauty scores completely over some of the tawdry monstrosities which are sold by many of the religious societies. The profession of one's faith can be made in far more useful ways than "advertising" it on a Christmas card.

C. LITTLEJOHN.
3, South Avenue,
Horbury, nr. Wakefield.

We have received more letters on this topic, but have space for these two representative ones only.



Mr. Chairman...

by "Tobias"

OUR branch annual general meeting has passed a resolution to be sent to the N.E.C.: "*That the publication of* LOCAL GOVERNMENT SERVICE *be forthwith discontinued.*" In our view, the editor and staff of this journal have deliberately turned their backs on the well-tried maxim that a Little Knowledge is a Dangerous Thing, and have absolutely no idea of how to keep the ordinary member in his proper place, which is—*the dark.*

At various times throughout the year—such as a wet Sunday when reading material is scarce—the ordinary reader will go so far as to glance at more than the cover of "L.G.S." and the less genteel offerings of Hyperion. It is then that we are stabbed in the back by such below-the-belt questions as: "What's this about a J.I.C. award, and how does it affect me?"—or even: "I say, Tobias, what *does* Logomia stand for?"

Normally, one simply launches out on such an involved explanation that within ten minutes or so the questioner will retire, murmuring faintly: "I see what you mean"—which is more than one does oneself.

But as A.G.M. time approaches, these questions begin to give rise to anxiety. What if they should be repeated at the public meeting, where halitosis will not so readily come to our aid in disposing of enquirers? We therefore steal back to the office at night and seize any back numbers of the journal which unwary members may have left on their desks—and, of course, we are careful not to distribute the newest number till well after the danger date.

Our branch officials consist of myself as president, Rufus as vice-president, Miss Gymbol as secretary, and Sackbutt as treasurer. Nowadays Rufus does not bother us much, but only appears when he wants to put a spoke in somebody's wheel. Miss Gymbol owes her position to the fact that she can type; it is also useful to have someone to remind us now and then that—believe it or not—Equal Pay for Equal Work is NALGO policy.

Sackbutt is a good man to have on any committee, because he has a friend who can always lay his hands on a bottle of whisky. As to myself, I confess that, having a lifelong ambition to visit Bournemouth, I went to some trouble to get myself elected in time for last year's Conference—only to find that the branch could not afford to send a delegate.

Before this year's A.G.M., I thought it would be as well to get a few hints on how to handle meetings, and so I made a point of going to the annual general meetings of one or two neighbouring branches. Chairmen, I discovered, fall into any one of several categories. (1) There is the bloke who sits his chair so lightly that no one notices him till long after the two chief cranks of the branch have been left alone in the hall, each roaring his pet theory (which has nothing to do with NALGO) into the other's deaf ears, while two-thirds of the agenda remain untouched. (Or maybe I'm thinking of the annual Conference.) (2) There is the chairman—usually a chief official—who goes through the business at a steady 2,000 miles an hour, and woe betide any unfortunate who tries to put on the brake by asking that something should be discussed. (3) There is perhaps my favourite chairman, who, smiling benignly on all interrupters, says: "Yes—yes, you've certainly got a point there, and you can depend on our raising it at the next district committee meeting." The member, unacquainted with the ways of the district tortoi—sorry, committee—is usually fobbed off at least temporarily.

But the virtuosity of chairmen is nothing compared with the devilish ingenuity of the ordinary member. How can anyone think up such questions as: "Has NALGO done anything to ensure that a member who was 62½ years of age at the time of the National Insurance Act, and has had three years' service in the Home Guard, plus two summers spent hop-picking, will be entitled to draw his full pension at the age of sixty-five?"

After hearing that one I decided to seek professional guidance, and took myself one evening to a local public-speaking class where, among other budding orators, I was surprised to find my colleague, George. Having been trained to put two and two together (if not to tackle such intricacies as the P.A.Y.E. table), it did not take me long to discover that he was learning public speaking with the idea of ousting me from my position as president.

Further, I found to my shocked surprise that there was a good deal of dissatisfaction in the office. Daffy complained that before she joined NALGO she had always been told that it was an organisation where you could Meet Interesting Men. "And look at you," she said, "a lot of old sheep, with your wolves' clothing put away in mothballs beside your wives' fur coats."

George wanted to know what NALGO was doing for the ex-Serviceman. That was a teaser, but I did not lose my presence of mind. "Sackbutt can tell you all about that—he's an ex-Serviceman himself," I replied triumphantly.

Even the Boss was heard to say thoughtfully, as he does every now and then: "I've often felt that I ought to take more interest in NALGO"—thereby causing some anxiety in case he should turn up at the meeting and get himself an official position, because none of the members could be expected to damage their promotion prospects by voting against him.

The day before the meeting Rufus, Sackbutt and I held a conference (Miss Gymbol having been left out in case she were the Boss's fifth column). We carefully rehearsed our speeches, blaming the ordinary member and his lack of interest for everything that had or had not happened in NALGO. And we agreed that, as usual, whenever an awkward situation threatened, Rufus would get up and ramble on in his accustomed style about "what we used to do in the early days of NALGO."

On the evening of the meeting George and the Boss were seen going off in different directions at five o'clock. Daffy was known to have a date with a civil servant who apparently did not believe in mothballs, so the only audience we had was young Betty, who told us to get on with the business as quickly as we liked, because she was only waiting for Sackbutt to take her dancing, and she would not dream of interrupting us.

This morning George handed us a copy of a letter which he has written to NALGO headquarters, demanding an inquiry into the affairs of our branch, which he asserts is run in the form of a secret society.

This, we declare (dentures permitting), is a piece of distardly blackguardism. After all, could we be blamed for the sheer accident by which all the notices calling the A.G.M. were found stowed away behind a cupboard along with the latest issue of "L.G.S."?

AT RANDOM—————by "Hyperion"

YOU are confronted with a momentous choice: you may regard life either as the general adventure or the general burden. That much of it is burdensome, no one can deny—the daily task of shaving is a nuisance, to listen politely to one's elders is tedious, and to pay one's taxes an Egyptian load—but if from the beginning you think of life as a burden, you will immediately feel tired, and thereby suffer a disadvantage; you will lack energy that might have procured enjoyment. It is more profitable to see life as an adventure; not as something to be carried, but as something to be broken into.—*Eric Linklater.*

Windfall

Oh, thrift is a virtue I've never spurned,
Since a penny saved is a penny earned.
But I'll drink to luck when the cup goes round,
For the real thrill comes with a penny found.

—Georgie Starbuck Galbraith.

Brevities

IT may be true that the old war-time superstitions are dying out, but some people still consider it unlucky to light three petrol-lighters from one match.

"*My husband is absolutely no good at fixing anything, so everything in our house works!*"

"Views expressed in this paper are my own and not necessarily those of the textbook."

Cheeky Chappies in U.S.

SHEER impudence always rouses my admiration. I therefore take off my hat to the following, all recorded in the American press:

J. L. Jacobs, who, as county assessor, sued to recover the 15 per cent. cut in salary which he had previously recommended while serving as efficiency expert for the county administration.

The milk thief who left notes in empty bottles on front porches ordering extra quarts and thus increased his haul.

The anonymous woman who, when she wanted to kill a chicken, summoned the fire department, explaining that she knew firemen always had a hatchet handy.

Three Cynical Definitions

PEACE—A period of cheating between two periods of fighting.

Egotist—A person of low taste, more interested in himself than in me.

Patience—A minor form of despair, disguised as a virtue.

From "The Devil's Dictionary," by Ambrose Bierce.

Dizzy Warning

"PLEASE *don't stand up while the room is in motion,*"—Notice in a Florida cocktail lounge.

Tailpiece

IZAAC WALTON wrote in his life of Dr. John Donne:

"*The melancholy and pleasant humour were in him so well contempered, that each gave advantage to the other, and made his company one of the delights of mankind.*"

That is the sort of epitaph I should like to have, though I don't deserve it!

NALGO is Preparing For a Record Swiss Holiday Programme

OUR cover picture this month will doubtless recall many happy memories in the minds of thousands who have been to Switzerland with NALGO—either for winter sports or for summer sightseeing and holiday-making.

Switzerland—that land of snow-covered heights in winter and flower-filled valleys in spring; of peaks glowing red in the falling light and of glaciers suffused by an eerie blueness; of crisp sunshine, good food, and well-stocked shops—is the land where our dreams of to-morrow have already come true.

Is it so far away as it seems? NALGO can bring it nearer! To-day, a journey to Switzerland can be as simple (if you know how, and NALGO *does* know how) as a trip to any of our home resorts, and infinitely more pleasant and interesting. Money exchange difficulties can be smoothed out; NALGO parties can be sure of their full allowance of foreign currency.

Last year, well over 200 members and friends booked with NALGO and, as the Association's files testify, were impressed with the thoroughness of the initial arrangements and delighted by the smoothness of the organisation, the ease of travel, the close attention paid to their particular needs, and the general excellence of both fare and facilities.

In what does the success of NALGO holidays lie? Undoubtedly in the care with which the inspection and selection of hotels is conducted by a Headquarters official. Only those judged from long experience to be of a suitable type and standard are considered. Comfort and service, good food and convenient situation, are the main points looked for. Further, each booking receives the personal attention of the same organiser who accompanies the parties to ensure trouble-free travel over the more complicated part of the journey. NALGO has its own reserved compartments on the special Swiss holiday trains from the Continental port to Switzerland.

A typical 10-day stay at Lucerne, costing about £30, includes:

Second-class rail and first-class boat travel.
Reserved seats on special trains both ways.
Meals *en route* on Continent.
Hotel accommodation with full pension (three meals daily).
All tips and taxes.
Free baggage insurance up to £50.
First-class lake steamer season ticket for unlimited number of journeys on four different days.
One whole-day excursion by motor coach through Furka Grimsel and Brunig Passes.

Armchair View of Europe

Last year, seeing the Pyrenees, the Riviera, Spain and other European countries from an armchair seat in a comfortable Pullman motor coach proved a popular extension to the NALGO holiday service. It will be continued next season: the prices are expected to range between 62 guineas and 65 guineas for a 15-day tour. Needless to say, only first-class hotels are included. A special tour of Spain, including Madrid, of 18 days' duration at a cost of about 73 guineas, is under consideration and a 19-day tour to Burgundy, Swiss Riviera, Italian Lakes, Florence, Rome, Italian and French Rivieras, Monte Carlo, Route des Alpes and Paris at about 75 guineas.

For those interested the first step is to send a postcard to NALGO Headquarters, 1, York Gate, Regent's Park, London, N.W.1 (tel: WELbeck 4481), asking for inclusion in the NALGO Swiss Holiday programme mailing list. The programme is not yet ready but should be within a month or two. It will *not*, however, include winter sports itineraries, for which inquiry should be made at once.

Give Them Diaries!

The NALGO diary for 1949, packed with useful information about the Association and its work, makes an admirable Christmas or New Year gift to member colleagues.

Of vest-pocket size and bound in real leather, it is excellent value at 2s. 9d. (post free). Send remittance to NALGO, 1, York Gate, Regent's Park, London, N.W.1.

Building Society Loans Reach New Peak

LAST month, a record number of applications for loans was made to the NALGO Building Society. This was, no doubt, a direct result of the decision, announced in the November "L.G.S.," to increase the amount advanced to 85 per cent. of the purchase price or valuation of houses (whichever is the lower), provided this is not more than double the pre-war value of the property.

If these favourable mortgage terms are to be maintained and increased, however, it is essential that the rate of investments from shareholders and depositors should also increase.

Recollecting the experience of 1946, when the expected rate of new investments was *not* maintained and the society's lending had to be severely curtailed, the committee of management is following a cautious policy. That policy must be based on funds likely to be available during any given period and cannot thus be fixed more than a few months in advance.

Already this year, more than £1,250,000 has been advanced to some 1,250 owner-occupiers—equivalent to an average loan to each of £1,000. There is now more than £5 million on loan to members buying their own houses—an average mortgage of £625 per house. Since its inception in 1932, the Society has assisted more than 13,500 members to buy their own homes, and nearly 5,500 have repaid what they borrowed.

This service can be maintained, and extended in 1949 only with the co-operation of those who, by entrusting their savings to the Society, are ready to help their colleagues buy their own homes. The investment terms are attractive, as the advertisement on this page shows. Members are urged to invest in their *own* Building Society!

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SECURITY

"He cursed his credulousness,
And that one unctuous mouth which lured him, rogue,
To buy strange shares in some Peruvian mine"
("*Sea Dreams*"—*Tennyson*)

Peruvian mines may no longer be the risky proposition they were, but we still think you'd do better to invest your savings with us.

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2¼%
PER ANNUM
TAX PAID BY THE SOCIETY

A NALGO DIARY

By "ABINGDON"

Services on the Screen : First Woman R. D. Clerk : Two More N.E.C. Changes

OF all local government officers, I have always felt, the medical officer of health lends himself most readily to film treatment: the drama of his daily battle with disease and the factors producing it, the conflict between his ideal of the healthy community and the grim circumstances in which he too often works, are the very stuff of cinema.

At last, in "One Man's Story," made by the Horizon Film Unit for the Central Office of Information, something of this drama and conflict is brought to the screen. It is a simple, unpretentious, and well-made picture, all the more effective for its restraint. For subject, the directors, MAX MUNDEN and DENNIS SHAND, have chosen a real M.O.H., the late Dr. G. C. M. MCGONIGLE, of **Stockton-on-Tees,** whose brilliant researches into the influence of housing and nutrition on public health bought him national and international as well as local fame. The film touches on this side of his work, but for the most part it shows us the idealistic, nervous, chain-smoking, crippled, and intensely human doctor—superbly played by MURRAY MATHESON—about his daily chores: looking into insanitary housing, checking on a cinema's ventilation, wondering about conditions in a new factory, tracking down the source of a scarlet fever epidemic, playing Father Christmas at the cripples' party, and presenting his annual report to the council. Its sincerity is enhanced by the fact that it was made in Stockton itself—the streets, the council chamber, McGonigle's offices—and that, apart from McGonigle and his clerk, all the parts are played by the councillors and citizens themselves.

Though made for the Foreign Office for display overseas, the film is available for non-theatrical showing in this country, and 16 mm. copies may now be borrowed from the C.o.I.

Hospitals—and Water

ALSO released this month are two more fine public service documentaries — "Good Health," second of Middlesex County Council's series of films of its activities, and "Every Drop to Drink," describing the work of the Metropolitan Water Board. The former is an impressive record of the council's administration of its hospitals between 1930, when it took them over, and this year, when it transferred them to the National Health Service: we see the great improvements made or planned in the treatment of patients and the conditions of nurses, the magnificent new buildings and equipment, and the still better services which will be available when present difficulties are overcome. The second picture takes us behind the scenes of the Water Board's vast organisation—to the gathering grounds, the reservoirs, filter beds, laboratories and pumping stations, and the vast network of underground mains needed to provide London with 340 million gallons of water a day.

Both films are likely to be shown in the cinemas, and 16 mm. copies will also be available for non-theatrical shows.

One Member Makes History . . .

NEW vistas in local government were opened on December 1 when Mrs. ROSAMUND TAYLOR became clerk to **Durham R.D.C.**—the first woman in the country to hold such an appointment. A qualified solicitor, Mrs. Taylor has been in the service since 1941, as assistant solicitor first at St. Helens B. later at Solihull U.D., and, since January this year, as deputy town clerk at Scunthorpe—a post also not previously held by a woman. She has shown a keen interest in N A L G O and at Solihull was branch education officer and a member of the executive committee.

. . . And Another is Honoured

A RARE privilege was accorded F. D. HARVEY, hon. secretary of the **Kingston-on-Thames** branch, when he was presented to the King and Queen at the opening of the new electricity power station on October 27. He was selected by the branch executive—to whom the choice had been delegated—to represent the professional, administrative, technical, and clerical staff.

To Marry Her Mayor

ONE does not expect to find romance in the formal card sent by branch secretaries to Headquarters to notify a member's resignation from the Association. But it came last month, bearing, after the words "Reason for Terminating Membership," the entry: "She is marrying the Mayor and will be Mayoress."

Fortunate bride is Miss EILEEN NORMAN, formerly personal assistant to the town clerk of **Cheltenham** and mayor's secretary. She is to marry Councillor H. T. Bush, who has been Mayor of Cheltenham since 1946.

Manchester Again

I HAVE long ceased to marvel at the prolific originality of Manchester's information staff, but their latest production—made without cost to the Corporation—defies mere acceptance. "Introducing Manchester" is a pocket-sized, illustrated booklet written in English, and Spanish, and primarily intended for Latin-American airline passengers flying to Manchester. It gives a brief outline of the city, its business, people, attractions, and facilities, and offers so cordial a welcome to the visitor that he could hardly help but respond. Shipping companies, travel agents, and firms doing business in Spanish-speaking countries have also been supplied with copies and, I wager, are finding them most useful.

Have You Forgotten Anyone?

IF you have, there is still time to buy some of the N A L G O Christmas cards—and help the B. & O. Fund. In three different designs and attractively coloured, the cards are obtainable from N A L G O Headquarters, 1, York Gate, Regent's Park, N.W.1, at 6s. a dozen.

Haldane Essay Competition

THE Institute of Public Administration announces its 1949 Haldane Essay Competition, which is open to all public servants throughout the Commonwealth. Essays, which should deal constructively with the administrative aspect of any subject within the field of public administration, must not exceed 5,000 words and must be submitted under a nom-de-plume. The much-coveted Haldane Silver Medal and a cash prize of £10 will be awarded for the best essay. Closing date, May 31, 1949. Details from the I.P.A., 18, Ashley Place, London, S.W.1.

Book Early for Holidays

MEMBERS wishing to visit the Association's holiday centres at Croyde Bay, Cayton Bay, and Rhos-on-Sea, are advised to book early, since, in future, non-members will be allowed to book holidays in any month save July and August from January 1. Hitherto, bookings from non-members were not accepted until March 1.

Members will still be given priority for July and August bookings, and no applications for those months from non-members will be accepted before March 1.

N.E.C. Member Resigns . . .

THE list of N.E.C. resignations grows ever longer. This month I must regretfully add Miss J. DOWNTON, M.A., F.L.A., first elected this year as one of the North-Western representatives. Miss Downton has found the time and labour involved in serving on the N.E.C. more than she had bargained for, and rather than not do it thoroughly, has chosen to resign.

. . . And Another is Elected

MORE welcome is the news that CHARLES A. SMALLMAN, secretary of Birmingham Municipal Officers' Guild, has been elected to the council from the West Midlands district in place of J. G. JESTER, whose resignation I reported in September. An adroit negotiator and fluent speaker, Mr. Smallman represents his branch on the West Midlands district committee, of which he is vice-chairman, and sits on the West Midlands provincial council and its standing committees, being vice-chairman of the disputes committee. He is also a member of various city council committees, set up in the staff's interest, including the joint consultative committee. Mr. Smallman is the third of the trio who negotiated the Guild's merger with N A L G O to be elected to the N.E.C., the others being Mr. Jester and G. C. MARTIN.

Mr. C. A. Smallman

On the Air Again

LISTENERS to the north-regional wavelength at 9.30 p.m. on December 9 will hear another programme by J. P. PHOENIX, vice-chairman of the N.E.C. public relations committee, whose successful "Liverpool: Portrait of a City" was broadcast earlier this year. It will, I learn, take the form of a feature on problems arising in family life, such as finding a new home, broken marriages, old age, and so on.

L.G. for Foreign Students

IF you were in Lambeth last month, you may have seen a group of serious people whose colour, features, or clothes proclaimed them visitors to this country. They were overseas students who, under the auspices of the British Council, were touring the borough as part of a study of British local government. Some were holders of British Council scholarships, awarded annually for post-graduate study in British Uni-

Dr. McGonigle (Murray Matheson) tracks down the carrier who is causing a scarlet fever epidemic—a scene from the C.o. I. film, "One Man's Story."

versities and colleges; others were attending special short courses at their own expense.

During the past year, five courses have been held in co-operation with the local authorities at Bath, Guildford, Southampton, and Southport. They were attended by 70 local government officers and students from Norway, Sweden, Denmark, Finland, Iceland, France, Italy, Poland, Czechoslovakia, India, Nigeria, Turkey, Syria, and Palestine. This is one way in which the Council interprets British local government to people overseas—part of its declared purpose of "promoting a wider knowledge of the United Kingdom abroad." It has also shown its film, "Local Government," in 40 different countries, sent local government experts on lecture tours abroad, and has a short-term bursary scheme which enables industrial and professional workers to spend from three to six months in British local government offices, factories, institutions, and the like.

Movies for Knole Lodge

KNOLE LODGE, N A L G O's Bournemouth convalescent home, is to add a 16 mm. sound film projector to its amenities, to help members forget past aches and pains. The idea, originating from a visitor to the home, was enthusiastically backed by G. McVAY, **South Shields,** who hopes to raise £100 selling Christmas cards he has himself designed, and by **Monmouthshire** branch, which netted £83 for the project with a play.

That the home is appreciated by those members who have visited it is clearly shown in an article which a Sussex member contributed to his branch magazine recently. "During the whole of my stay," he writes, "good humour pervaded the air." He praises the "excellent cuisine" and "first-class service," and he concludes: "I received double value for the nominal charge."

Promotion Exam. in U.S., Too.

BRITISH L. G. O.s are not alone in having to face a promotion examination. Aspirants to new posts or to promotion in Chicago, I read, must submit to searching examination by the Civil Service Commission which "reserves the right under the subject, special subject, duties, report or experience, or all of them, to impose oral or practical tests and tests of physical qualifications and health." But many officers here might think the salaries attaching to the

posts ample compensation. The "Monthly Bulletin" of the Chicago Municipal Employees' Society advertises vacancies for a junior clerk at £537—£765; a junior statistical clerk at £636; a bricklayer (sewers) at £1,040, and a plumbing inspector at £1,332.

In Kansas last year, only 40 per cent. of the entrants passed the State Service examinations, and 2,851 left the service, 202 of them dismissed—figures which suggest that local government service across the Atlantic is neither so attractive nor so secure as might be imagined.

National T.U. Summer School

PLANS for the 1949 W.E.A. national summer school for trade unionists are, I hear, already well in hand. It will be held over the two weeks from June 25 to July 9, at Lodge Hill, Pulborough, Sussex. A penny stamp sent now to 38A, St. George's Drive, London, S.W.1, will ensure receipt of the programme and application form when they are ready. Inquiries should be marked: "National Summer School for Trade Unionists."

Branch President's Ill-luck

I WAS sorry to learn of the untimely retirement through ill-health of A. J. J. ADAMS, president of the **West Norfolk** branch. Suffering from disseminated sclerosis, he has been compelled, at 40, to resign from Docking R.D.C., which he has served for 19 years, the past ten as deputy clerk and accountant. His going will leave a gap in the ranks of the branch he helped to found, which his colleagues will find it difficult to fill. Besides being president, he has been education correspondent since the office began and was delegate to this year's Conference.

Fifty Years' Service

CONGRATULATIONS to B. W. FIDDIAN, borough treasurer, **Stourbridge,** who completes 50 years' service with the authority this month. During his career, Stourbridge has progressed from an urban district to a borough council, more than doubled its population, and increased its rateable value almost fourfold. A founder-member of the branch, Mr. Fiddian was president from 1941 to 1944, and again this year.

Obituary

WE regret to record the death, aged 51, of J. RATCLIFFE, for more than 25 years a member of the **Gloucestershire** education department, past chairman of the branch executive committee, and a member of the South Western district committee.

EDUCATION WELFARE OFFICERS' NATIONAL ASSOCIATION.—If the article in this issue interested you, write for full details of the Association to:—**J. Heaton, Honorary General Secretary, 25 White Swallows Road, SWINTON, Lancs.**

PART-TIME TUTORS WANTED

Vacancies occur on the staff of a leading Correspondence College for part-time tutors in the subjects of SECRETARIAL PRACTICE (LOCAL GOVERNMENT); ACCOUNTING (LOCAL GOVERNMENT); and LOCAL GOVERNMENT LAW. Place of residence immaterial. Please write, stating subject in which interested and full particulars of qualifications and experience, to Box 836, c/o Messrs. Barker, Drabble & Co., 329, High Holborn, London, W.C.1.

CIVIL SERVICE EXAMS

Clerical Classes 16-18; Executive Class 17½-18½: Officer of Customs and Excise 19-21; etc.

Specialised postal tuition by University graduates for all Civil Service Exams. 10 per cent. reduction in fees for members of N A L G O and their families. *Write for particulars to:*

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10, Station Parade, Balham High Road, London, S.W.12

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Book now for holidays in the New Year at a Holiday Fellowship Guest House. Special terms for long period residence.* Write for details in the free booklet, Winter Holidays 1948-9, to:

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I WAS A SHORTHAND FAILURE

I was a copy typist. Had tried to learn shorthand several times without success. A friend recommended streamlined Dutton One-Week Shorthand. I worked through theory in 27 hours 15 minutes studying at home, then got up good speed and landed this job. Just had a rise, too—the boss is so pleased to find someone who reads back really accurately. Why not send for their booklet and specimen lesson and see what you think of it? There's no obligation.

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Please send free test lesson and full details of postal course. PLEASE USE BLOCK CAPITALS

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MY BOOKSHELF

By EDWARD KAY

Life With Joe Toole : New Guides to Health and Social Security Legislation

MILLIE TOOLE's "biographical portrait" of her father, Joseph Toole, published by J. M. Dent under the title *Our Old Man* (10s. 6d.), provides a convincing and entertaining picture of an outstanding personality, his family relationships, and, to a less extent, his political background. Joe Toole was born in 1887 of poor parents in Salford, brought up to no trade in particular, and with the restricted education then thought appropriate to a working-class lad. With a mixture of effrontery, charm, and rhetoric, he passed through a host of occupations, made money in some and spent it prodigally, contested many Parliamentary elections and won two, and rose to the top of the tree of Manchester politics by becoming lord mayor in 1936.

Despite his heartfelt belief in what he thought were the fundamental tenets of the Labour Party, he constantly quarrelled with its leaders, local and national, and his impulsive and hyperbolic manner must have made it difficult for the party managers to simulate a diplomatic blindness to his doctrinal eccentricities.

His daughter describes with loving understanding the texture and spirit of the Labour movement in its pioneering days: "There is nothing to match the warmth of women and men who have moved slowly on through the long, lean years, paving the way to the place at which they believe they will meet the man who knows the moment to blast down the walls of high places."

But politics are never obtruded, and the book will be enjoyed by those of any political colour or none. By a series of anecdotes about the "old man" and the family, Joe Toole's daughter tells you what sort of a man he was and what family life was like when he was the, usually absentee, head of it. The antagonism between husband and wife—the one, at least in theory, a supporter of advanced doctrines and in practice a *bon viveur*, the other a stay-at-home *Kinder-Küche-Kirche* woman—is subtly contrasted with their deep satisfaction in each other's society; they liked to be together even if only to carry on their bickering.

There is a deceptive air of artlessness about this book which conceals the skill with which the author achieves her end. Inside Manchester town hall, "the sun sneaks in from mean windows, and slants across the pink mosaic paths in slender patterns," or "Memory is like a spotlight, picking out the moments steeped in tears, the unforgettable hours latticed with laughter, leaving in the background the dull, uninspired days when everything stands still, when there seems nothing ahead but school, or work, or wiping a baby's bottom." And, lastly, this epitome of Our Old Man's attitude towards life: "He believed that every problem in the world could be solved if people would be kind to one another, and he saved his rebukes for people who took advantage of servants, or waiters, or women who scrub floors."

Aves et Flores

TWO books have arrived in that pleasantly-produced Life and Leisure series, published by Paul Elek at 7s. 6d. They are *Common British Birds* by RALPH WHITLOCK and *Common British Flowers* by E. M. TURNER. Photographs are entrancing and the letter-press is simply written for the non-specialist. Mr. Whitlock's experience as a broadcaster helps him to say his piece in the fewest, simplest, and most effective words. As one of his admiring but very common readers, I found unsophisticated entertainment in the Latin names of some familiar friends: who knows the magpie as *pica pica pica*, or the sparrow as *passer domesticus domesticus*?

Can I Help You?

ANOTHER writer who has perfected the art of exposition through his experience as a broadcaster is DOUGLAS HOUGHTON (who is also the trenchant and far-sighted general secretary of the Inland Revenue Staff Federation). He has written for the Labour Party a sixpenny booklet called *The Family Circle*, describing the new social security laws in handy form. There are pleasant photographs as embellishments and illustrative charts for our guidance. The only flaw in a first-class production is the depressing colour of the ink intermingled with the customary black; it seems to be a cross between mustard and mud and makes the text hard to read.

Education Directory

FORTY-SIX years is the respectable age reached by the *Education Authorities' Directory* (School Government Publishing Company. 21s.) whose yellow cover decorated my office desk for many years and to whose pages I never turned in vain. The name and address of every educational body is here, together with informative articles on current topics like school broadcasting, visual education, or school meals. The extent to which such annuals get out-of-date is measured by the fact that more than 3,000 changes are recorded in this 1948 edition.

National Health Service

THOSE who produce books about current legislation nowadays suffer from the handicap that laws are an unconscionable time a-making. The Act is followed by a shoal of regulations, and, until their numbers are complete, the full effect of the new law cannot be told. Nevertheless, the publication of such books cannot be postponed indefinitely, and S. R. SPELLER has chosen a wise time to issue his *National Health Service Act, 1946* (Lewis. 42s.). It contains the text of the Act and all the regulations issued up to the summer of this year, with a useful commentary interwoven. Further important regulations are to follow and they will form the theme of a supplement. Even in its present form, the book comprises more than 500 pages and provides a comprehensive work of reference valuable to every public health administrator.

Why Worry?

DALE CARNEGIE'S *How to Stop Worrying and Start Living* (World's Work. 12s. 6d.) may move you to gargantuan laughter or it may induce you to follow the author's advice—if it does not give you "a new power and a new inspiration"—to toss it into the dust-bin. There is an intolerable deal of words to a ha'porth of commonsense. You can conquer worry by facing the worst and seeing that it won't be so bad after all; by looking also at the bright side; by planning your affairs—commonplace after commonplace! Perhaps some people can be led to mend their ways and do as they should by hearing or reading such pep talks. Mr. Carnegie encourages this belief by quoting some converts in the manner of repentant sinners at a prayer-meeting.

SCOTTISH NOTES

More Improvements to Charter : Sam Brodie Leaves J.I.C. : Electricity Grading

THE Joint Industrial Council has completed the second stage of the revision of the Scottish Charter following the consolidation of salaries and bonus earlier in the year.

It has extended the General Division to cover officers up to 32 years of age, as in England, instead of up to 30 as hitherto, and has added up to £20 to each stage of the Higher Division Grade I, thereby bringing that grade more into line with the English Clerical Division. The new arrangements took effect from November 16.

The third part of the J.I.C.'s task is to correct anomalies in the A.P.T. Division created by improvements in lower divisions. Its executive committee is soon to discuss the necessary adjustments. The staff side intends also to press for adjustments in the Miscellaneous Grade.

The additions to the General Division are:

	MEN		*WOMEN*	
Group	*Age* 31	*Age* 32	*Age* 31	*Age* 32
	£	£	£	£
1	370	385	298	308
2	355	370	288	298
3	340	355	278	288

The new Higher Division Grade I is:

Group	*MEN*				*WOMEN*			
	£	£	£	£	£	£	£	£
1	395	410	425	440	315	325	338	352
2	380	395	410	425	305	315	328	342
3	365	380	395	410	295	305	318	332

The scales will be applied to existing staff as follows: *General Division*—(a) Those who, on November 16, had been on the maximum for a year or more will get the first additional increment from that date and the next a year later. (b) For all others the new additions will be treated as normal scale increments. *Higher Division—Grade* 1—Both sexes should be placed on the revised scale at the same incremental point as now occupied. This will mean an extra £20 for men and between £14 and £18 for women. Increments will take place as usual—only on the new scale.

Presentation to Mr. Brodie

Following a dinner given by the Border Counties Local Authorities after the meetings of the two Scottish J.I.C.s, a presentation was made to SAM BRODIE, N.E.C., for his valuable services in the chair of the staff side of the local government officers' J.I.C., a seat which he relinquishes having been appointed as establishment officer to the South-West Scotland Electricity Board.

Electricity Staffs

It is understood that progress is being made with the grading of officers under the Interim Extension Scales.

All candidates nominated for election to staff committees in the **South-East Scotland** area were members of NALGO. A near-hundred per cent. poll resulted in the election of: *A*—G. H. Dodds, W. Frater, J. P. Johnston, G. C. Rae, A. Robertson, and J. Scott; *B*—W. McOustra, G. Menzies, W. Bow, Isobel M. Adamson, W. B. Smith, and S. T. C. Carse; and *Division* A—Johnston, H. Mustard, and C. Wotherspoon.

A ballot will shortly be held for the election of representatives to staff committees to be set up in the **North of Scotland Hydro Electricity** area. Two committees will be formed: one for **Dundee, Edinburgh, Perth,** the **Southern Grampians,** and the **West of Scotland** district; and another for **Aberdeen, Elgin, Inverness,** the north of Scotland generally, and the **Orkneys** and **Shetlands.**

Student Nurses

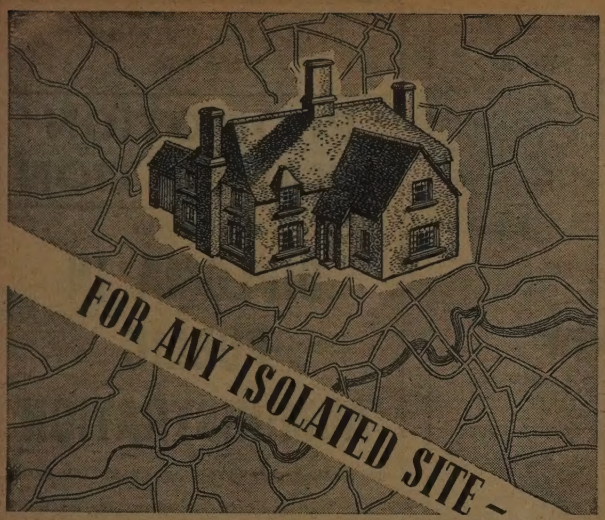
The Department of Health for Scotland has accepted the recent recommendations of the Nurses and Midwives' Whitley Council for student nurses, pupil and probationer assistant nurses, and pupil midwives. The recommendations should thus be given effect by Scottish authorities.

Health Advisory Council

The Association has nominated Sister INNES, **Glasgow,** to serve on the Scottish Committee of the National Advisory Council for Health Services. It has also been invited to send delegates to a conference on the Working Party report to be held at St. Andrew's House, Edinburgh.

A Date to Remember!

MacIntosh Hall (St. Andrews University) has been booked for next year's Summer School again. Reserve July 2—9 for it.



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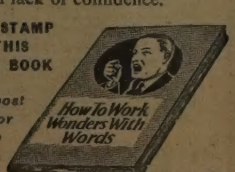

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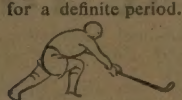

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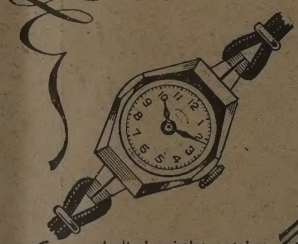

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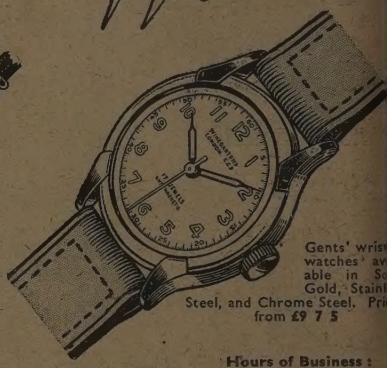

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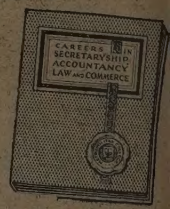

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